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FILED
Superior Court of California
County of Los Angeles

04/10/2024

David W. Slayton, Executive Officer / Clerk of Court

By: A. Williams Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

MARIO RODRIGUEZ, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the
California Private Attorneys General Act;

Plaintiff,

vs.

V&H PERFORMANCE, LLC, an unknown
business entity; VANCE & HINES, an
unknown business entity; MOTORSPORT
AFTERMARKET GROUP, INC., a Delaware
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: 23STCV21131

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES &
ENFORCEMENT UNDER THE PRIVATE
ATTORNEYS GENERAL ACT,
CALIFORNIA LABOR CODE
§ 2698, ET SEQ.**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment);
- (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (8) Violation of California Labor Code § 1174(d) (Failure To Keep Requisite Payroll Records);
- (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
- (10) Violation of California Business & Professions Code §§ 17200, et seq.
- (11) Violation of California Labor Code § 2698, et seq. (California Labor Code Private Attorneys General Act of 2004)

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff MARIO RODRIGUEZ (“Plaintiff), individually, and on behalf of other members of the general public similarly situated and on behalf of other aggrieved employees pursuant to the California Private Attorney General Act, and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial. The “amount in controversy” for the named Plaintiff, including but not limited to claims for compensatory damages, restitution, penalties, wages, premium pay, and pro rata share of attorneys’ fees, is less than seventy-five thousand dollars (\$75,000).

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

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

4. Venue is proper in this Court because, upon information and belief, Defendants maintain offices, have agents, employ individuals, and/or transact business in the State of California, County of Los Angeles. The majority of acts and omissions alleged herein relating to Plaintiff and the other class members took place in the State of California, including the County of Los Angeles.

PARTIES

5. Plaintiff MARIO RODRIGUEZ is an individual residing in the State of California, County of Los Angeles.

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1 6. Defendant V&H PERFORMANCE, LLC, at all times herein mentioned, was and
2 is, upon information and belief, an employer whose employees are engaged throughout the
3 State of California, including the County of Los Angeles.

4 7. Defendant VANCE & HINES, at all times herein mentioned, was and is, upon
5 information and belief, an employer whose employees are engaged throughout the State of
6 California, including the County of Los Angeles.

7 8. Defendant MOTORSPORT AFTERMARKET GROUP, INC., at all times herein
8 mentioned, was and is, upon information and belief, an employer whose employees are engaged
9 throughout the State of California, including the County of Los Angeles.

10 9. At all relevant times, Defendants V&H PERFORMANCE, LLC, VANCE &
11 HINES, and MOTORSPORT AFTERMARKET GROUP, INC. were the “employer” of Plaintiff
12 within the meaning of all applicable California laws and statutes.

13 10. At all times herein relevant, Defendants V&H PERFORMANCE, LLC, VANCE
14 & HINES, MOTORSPORT AFTERMARKET GROUP, INC., and DOES 1 through 100, and
15 each of them, were the agents, partners, joint venturers, joint employers, representatives,
16 servants, employees, successors-in-interest, co-conspirators and/or assigns, each of the other,
17 and at all times relevant hereto were acting within the course and scope of their authority as
18 such agents, partners, joint venturers, joint employers, representatives, servants, employees,
19 successors, co-conspirators and/or assigns, and all acts or omissions alleged herein were duly
20 committed with the ratification, knowledge, permission, encouragement, authorization and/or
21 consent of each defendant designated as a DOE herein.

22 11. The true names and capacities, whether corporate, associate, individual or
23 otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiff who sues
24 said defendants by such fictitious names. Plaintiff is informed and believes, and based on that
25 information and belief alleges, that each of the defendants designated as a DOE is legally
26 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
27 the injuries and damages to Plaintiff and the other class members as alleged in this Complaint.

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1 Plaintiff will seek leave of court to amend this Complaint to show the true names and capacities
2 when the same have been ascertained.

3 12. V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT
4 AFTERMARKET GROUP, INC., and DOES 1 through 100 will hereinafter collectively be
5 referred to as “Defendants.”

6 13. Plaintiff further alleges that Defendants directly or indirectly controlled or
7 affected the working conditions, wages, working hours, and conditions of employment of
8 Plaintiff and the other class members and aggrieved employees so as to make each of said
9 Defendants employers and employees liable under the statutory provisions set forth herein.

10 **CLASS ACTION ALLEGATIONS**

11 14. Plaintiff brings this action on his own behalf and on behalf of all other members
12 of the general public similarly situated, and, thus, seeks class certification under California
13 Code of Civil Procedure section 382.

14 15. The proposed class is defined as follows:

15 All current and former hourly-paid or non-exempt employees who worked for
16 any of the Defendants within the State of California at any time during the period
17 from August 31, 2019 to final judgment and who reside in California.

18 16. Plaintiff reserves the right to establish subclasses as appropriate.

19 17. The class is ascertainable and there is a well-defined community of interest in the
20 litigation:

21 a. Numerosity: The class members are so numerous that joinder of all class
22 members is impracticable. The membership of the entire class is
23 unknown to Plaintiff at this time; however, the class is estimated to be
24 greater than fifty (50) individuals and the identity of such membership is
25 readily ascertainable by inspection of Defendants’ employment records.

26 b. Typicality: Plaintiff’s claims are typical of all other class members’ as
27 demonstrated herein. Plaintiff will fairly and adequately protect the
28 interests of the other class members with whom he has a well-defined

community of interest.

- c. Adequacy: Plaintiff will fairly and adequately protect the interests of each class member, with whom he has a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiff has no interest that is antagonistic to the other class members. Plaintiff's attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiff has incurred, and during the pendency of this action will continue to incur, costs and attorneys' fees, that have been, are, and will be necessarily expended for the prosecution of this action for the substantial benefit of each class member.
- d. Superiority: A class action is superior to other available methods for the fair and efficient adjudication of this litigation because individual joinder of all class members is impractical.
- e. Public Policy Considerations: Certification of this lawsuit as a class action will advance public policy objectives. Employers of this great state violate employment and labor laws every day. Current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. However, class actions provide the class members who are not named in the complaint anonymity that allows for the vindication of their rights.

18. There are common questions of law and fact as to the class members that predominate over questions affecting only individual members. The following common questions of law or fact, among others, exist as to the members of the class:

- a. Whether Defendants' failure to pay wages, without abatement or reduction, in accordance with the California Labor Code, was willful;
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- b. Whether Defendants' had a corporate policy and practice of failing to pay

- 1 their hourly-paid or non-exempt employees within the State of California
2 for all hours worked and missed (short, late, interrupted, and/or missed
3 altogether) meal periods and rest breaks in violation of California law;
4 c. Whether Defendants required Plaintiff and the other class members to
5 work over eight (8) hours per day and/or over forty (40) hours per week
6 and failed to pay the legally required overtime compensation to Plaintiff
7 and the other class members;
8 d. Whether Defendants deprived Plaintiff and the other class members of
9 meal and/or rest periods or required Plaintiff and the other class members
10 to work during meal and/or rest periods without compensation;
11 e. Whether Defendants failed to pay minimum wages to Plaintiff and the
12 other class members for all hours worked;
13 f. Whether Defendants failed to pay all wages due to Plaintiff and the other
14 class members within the required time upon their discharge or
15 resignation;
16 g. Whether Defendants failed to timely pay all wages due to Plaintiff and
17 the other class members during their employment;
18 h. Whether Defendants complied with wage reporting as required by the
19 California Labor Code; including, *inter alia*, section 226;
20 i. Whether Defendants kept complete and accurate payroll records as
21 required by the California Labor Code, including, *inter alia*, section
22 1174(d);
23 j. Whether Defendants failed to reimburse Plaintiff and the other class
24 members for necessary business-related expenses and costs;
25 k. Whether Defendants' conduct was willful or reckless;
26 l. Whether Defendants engaged in unfair business practices in violation of
27 California Business & Professions Code section 17200, et seq.;
28

- 1 m. The appropriate amount of damages, restitution, and/or monetary
2 penalties resulting from Defendants' violation of California law; and
3 n. Whether Plaintiff and the other class members are entitled to
4 compensatory damages pursuant to the California Labor Code.

5 **PAGA ALLEGATIONS**

6 19. At all times herein set forth, PAGA was applicable to Plaintiff's employment by
7 Defendants.

8 20. At all times herein set forth, PAGA provides that any provision of law under the
9 California Labor Code that provides for a civil penalty to be assessed and collected by the
10 LWDA for violations of the California Labor Code may, as an alternative, be recovered through
11 a civil action brought by an aggrieved employee on behalf of himself and other current or
12 former employees pursuant to procedures outlined in California Labor Code section 2699.3.

13 21. Pursuant to PAGA, a civil action under PAGA may be brought by an "aggrieved
14 employee," who is any person that was employed by the alleged violator and against whom one
15 or more of the alleged violations was committed.

16 22. Plaintiff was employed by Defendants and the alleged violations were committed
17 against him during his time of employment and he is, therefore, an aggrieved employee.
18 Plaintiff and the other employees are "aggrieved employees" as defined by California Labor
19 Code section 2699(c) in that they are all current or former employees of Defendants, and one or
20 more of the alleged violations were committed against them.

21 23. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved
22 employee, including Plaintiff, may pursue a civil action arising under PAGA after the following
23 requirements have been met:

- 24 a. The aggrieved employee shall give written notice by online submission
25 (hereinafter "Employee's Notice") to the Labor & Workforce
26 Development Agency (hereinafter "LWDA") and by U.S. Certified Mail
27 to the employer of the specific provisions of the California Labor Code
28 alleged to have been violated, including the facts and theories to support

1 the alleged violations.

2 b. The LWDA shall provide notice (hereinafter “LWDA Notice”) to the
3 employer and the aggrieved employee by certified mail that it does not
4 intend to investigate the alleged violation within sixty (6) calendar days
5 of the postmark date of the Employee’s Notice. Upon receipt of the
6 LWDA Notice, or if the LWDA Notice is not provided within sixty-five
7 (65) calendar days of the postmark date of the Employee’s Notice, the
8 aggrieved employee may commence a civil action pursuant to California
9 Labor Code section 2699 to recover civil penalties in addition to any
10 other penalties to which the employee may be entitled.

11 24. On June 27, 2023, Plaintiff provided written notice by online submission to the
12 LWDA and by U.S. Certified Mail to Defendants V&H Performance, LLC, Vance & Hines, and
13 Motorsport Aftermarket Group, Inc. of the specific provisions of the California Labor Code
14 alleged to have been violated, including the facts and theories to support the alleged violations.
15 Plaintiff has not received an LWDA Notice within sixty-five (65) calendar days of the date of
16 Plaintiff’s notice.

17 25. Therefore, Plaintiff has satisfied the administrative prerequisites under California
18 Labor Code section 2699.3(a) to recover civil penalties against Defendants for violations of
19 California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 558, 1174(d),
20 1194, 1197, 1197.1, 1198, 2800 and 2802.

21 26. On August 31, 2023, Plaintiff filed a Complaint for Enforcement under the
22 Private Attorneys General Act, California Labor Code § 2698, Et Seq. in the California
23 Superior Court for the County of Los Angeles, Case no. 23NWCV02757, entitled *Rodriguez v.*
24 *V&H Performance, LLC* (“PAGA Action”). By agreement of the parties, Plaintiff hereby files
25 an amended pleading to incorporate the allegations of the PAGA Action into the above entitled
26 action and to dismiss the separate PAGA Action *without prejudice* in order to effect a
27 consolidation of the two actions. Plaintiff does not waive, and expressly reserves, any and all
28 claims alleged, or that could have been alleged, in the PAGA Action.

GENERAL ALLEGATIONS

27. At all relevant times set forth herein, Defendants employed Plaintiff and other persons as hourly-paid or non-exempt employees within the State of California, including the County of Los Angeles.

28. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-exempt employee, from approximately July 2021 to approximately August 2022, in the State of California, County of Los Angeles.

29. Defendants hired Plaintiff and the other class members, classified them as hourly-paid or non-exempt employees, and failed to compensate them for all hours worked and missed meal periods and/or rest breaks.

30. Defendants had the authority to hire and terminate Plaintiff and the other class members, to set work rules and conditions governing Plaintiff's and the other class members' employment, and to supervise their daily employment activities.

31. Defendants exercised sufficient authority over the terms and conditions of Plaintiff's and the other class members' employment for them to be joint employers of Plaintiff and the other class members.

32. Defendants directly hired and paid wages and benefits to Plaintiff and the other class members.

33. Defendants continue to employ hourly-paid or non-exempt employees within the State of California.

34. Plaintiff and the other class members worked over eight (8) hours in a day, and/or forty (40) hours in a week during their employment with Defendants.

35. Plaintiff is informed and believes, and based thereon alleges, that Defendants engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt employees within the State of California. This pattern and practice involved, *inter alia*, failing to pay them for all regular and/or overtime wages earned and for missed meal periods and rest breaks in violation of California law.

36. Plaintiff is informed and believes, and based thereon alleges, that Defendants

1 knew or should have known that Plaintiff and the other class members were entitled to receive
2 certain wages for overtime compensation and that they were not receiving accurate overtime
3 compensation for all overtime hours worked.

4 37. Plaintiff is informed and believes, and based thereon alleges, that Defendants
5 failed to provide Plaintiff and the other class members all required rest and meal periods during
6 the relevant time period as required under the Industrial Welfare Commission Wage Orders and
7 thus they are entitled to any and all applicable penalties.

8 38. Plaintiff is informed and believes, and based thereon alleges, that Defendants
9 knew or should have known that Plaintiff and the other class members were entitled to receive
10 all meal periods or payment of one additional hour of pay at Plaintiff's and the other class
11 member's regular rate of pay when a meal period was missed, and they did not receive all meal
12 periods or payment of one additional hour of pay at Plaintiff's and the other class member's
13 regular rate of pay when a meal period was missed.

14 39. Plaintiff is informed and believes, and based thereon alleges, that Defendants
15 knew or should have known that Plaintiff and the other class members were entitled to receive
16 all rest periods or payment of one additional hour of pay at Plaintiff's and the other class
17 member's regular rate of pay when a rest period was missed, and they did not receive all rest
18 periods or payment of one additional hour of pay at Plaintiff's and the other class members'
19 regular rate of pay when a rest period was missed.

20 40. Plaintiff is informed and believes, and based thereon alleges, that Defendants
21 knew or should have known that Plaintiff and the other class members were entitled to receive
22 ///
23 at least minimum wages for compensation and that they were not receiving at least minimum
24 wages for all hours worked.

25 41. Plaintiff is informed and believes, and based thereon alleges, that Defendants
26 knew or should have known that Plaintiff and the other class members were entitled to receive
27 all wages owed to them upon discharge or resignation, including overtime and minimum wages
28 and meal and rest period premiums, and they did not, in fact, receive all such wages owed to

1 them at the time of their discharge or resignation.

2 42. Plaintiff is informed and believes, and based thereon alleges, that Defendants
3 knew or should have known that Plaintiff and the other class members were entitled to receive
4 all wages owed to them during their employment. Plaintiff and the other class members did not
5 receive payment of all wages, including overtime and minimum wages and meal and rest period
6 premiums, within any time permissible under California Labor Code section 204.

7 43. Plaintiff is informed and believes, and based thereon alleges, that Defendants
8 knew or should have known that Plaintiff and the other class members were entitled to receive
9 complete and accurate wage statements in accordance with California law, but, in fact, they did
10 not receive complete and accurate wage statements from Defendants. The deficiencies
11 included, *inter alia*, the failure to include the total number of hours worked by Plaintiff and the
12 other class members.

13 44. Plaintiff is informed and believes, and based thereon alleges, that Defendants
14 knew or should have known that Defendants had to keep complete and accurate payroll records
15 for Plaintiff and the other class members in accordance with California law, but, in fact, did not
16 keep complete and accurate payroll records.

17 45. Plaintiff is informed and believes, and based thereon alleges, that Defendants
18 knew or should have known that Plaintiff and the other class members were entitled to
19 reimbursement for necessary business-related expenses.

20 46. Plaintiff is informed and believes, and based thereon alleges, that Defendants
21 knew or should have known that they had a duty to compensate Plaintiff and the other class
22 members pursuant to California law, and that Defendants had the financial ability to pay such
23 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
24 represented to Plaintiff and the other class members that they were properly denied wages, all in
25 order to increase Defendants' profits.

26 47. During the relevant time period, Defendants failed to pay overtime wages to
27 Plaintiff and the other class members for all overtime hours worked. Plaintiff and the other
28 class members were required to work more than eight (8) hours per day and/or forty (40) hours

1 per week without overtime compensation for all overtime hours worked.

2 48. During the relevant time period, Defendants failed to provide all requisite
3 uninterrupted meal and rest periods to Plaintiff and the other class members.

4 49. During the relevant time period, Defendants failed to pay Plaintiff and the other
5 class members at least minimum wages for all hours worked.

6 50. During the relevant time period, Defendants failed to pay Plaintiff and the other
7 class members all wages owed to them upon discharge or resignation.

8 51. During the relevant time period, Defendants failed to pay Plaintiff and the other
9 class members all wages within any time permissible under California law, including, *inter alia*,
10 California Labor Code section 204.

11 52. During the relevant time period, Defendants failed to provide complete or
12 accurate wage statements to Plaintiff and the other class members.

13 53. During the relevant time period, Defendants failed to keep complete or accurate
14 payroll records for Plaintiff and the other class members.

15 54. During the relevant time period, Defendants failed to reimburse Plaintiff and the
16 other class members for all necessary business-related expenses and costs.

17 55. During the relevant time period, Defendants failed to properly compensate
18 Plaintiff and the other class members pursuant to California law in order to increase
19 Defendants' profits.

20 56. California Labor Code section 218 states that nothing in Article 1 of the Labor
21 Code shall limit the right of any wage claimant to "sue directly . . . for any wages or penalty
22 due to him [or her] under this article."

23 **FIRST CAUSE OF ACTION**

24 **(Violation of California Labor Code §§ 510 and 1198)**

25 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**

26 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

27 57. Plaintiff incorporates by reference the allegations contained in Paragraphs 1
28 through 56, and each and every part thereof with the same force and effect as though fully set

1 forth herein.

2 58. California Labor Code section 1198 and the applicable Industrial Welfare
3 Commission (“IWC”) Wage Order provide that it is unlawful to employ persons without
4 compensating them at a rate of pay either time-and-one-half or two-times that person’s regular
5 rate of pay, depending on the number of hours worked by the person on a daily or weekly basis.

6 59. Specifically, the applicable IWC Wage Order provides that Defendants are and
7 were required to pay Plaintiff and the other class members employed by Defendants, and
8 working more than eight (8) hours in a day or more than forty (40) hours in a workweek, at the
9 rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more than
10 forty (40) hours in a workweek.

11 60. The applicable IWC Wage Order further provides that Defendants are and were
12 required to pay Plaintiff and the other class members overtime compensation at a rate of two
13 times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

14 61. California Labor Code section 510 codifies the right to overtime compensation at
15 one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours in a
16 day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day
17 of work, and to overtime compensation at twice the regular hourly rate for hours worked in
18 excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day
19 of work.

20 62. During the relevant time period, Plaintiff and the other class members worked in
21 excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a week.

22 63. During the relevant time period, Defendants intentionally and willfully failed to
23 pay overtime wages owed to Plaintiff and the other class members.

24 64. Defendants’ failure to pay Plaintiff and the other class members the unpaid
25 balance of overtime compensation, as required by California laws, violates the provisions of
26 California Labor Code sections 510 and 1198, and is therefore unlawful.

27 65. Pursuant to California Labor Code section 1194, Plaintiff and the other class
28 members are entitled to recover unpaid overtime compensation, as well as interest, costs, and

attorneys' fees.

SECOND CAUSE OF ACTION

(Violation of California Labor Code §§ 226.7 and 512(a))

**(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT
AFTERMARKET GROUP, INC. and DOES 1 through 100)**

66. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 65, and each and every part thereof with the same force and effect as though fully set forth herein.

67. At all relevant times, the IWC Order and California Labor Code sections 226.7 and 512(a) were applicable to Plaintiff's and the other class members' employment by Defendants.

68. At all relevant times, California Labor Code section 226.7 provides that no employer shall require an employee to work during any meal or rest period mandated by an applicable order of the California IWC.

69. At all relevant times, the applicable IWC Wage Order and California Labor Code section 512(a) provide that an employer may not require, cause or permit an employee to work for a work period of more than five (5) hours per day without providing the employee with a meal period of not less than thirty (30) minutes, except that if the total work period per day of the employee is no more than six (6) hours, the meal period may be waived by mutual consent of both the employer and employee.

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70. At all relevant times, the applicable IWC Wage Order and California Labor Code section 512(a) further provide that an employer may not require, cause or permit an employee to work for a work period of more than ten (10) hours per day without providing the employee with a second uninterrupted meal period of not less than thirty (30) minutes, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

1 71. During the relevant time period, Plaintiff and the other class members who were
2 scheduled to work for a period of time no longer than six (6) hours, and who did not waive their
3 legally-mandated meal periods by mutual consent, were required to work for periods longer
4 than five (5) hours without an uninterrupted meal period of not less than thirty (30) minutes
5 and/or rest period.

6 72. During the relevant time period, Plaintiff and the other class members who were
7 scheduled to work for a period of time in excess of six (6) hours were required to work for
8 periods longer than five (5) hours without an uninterrupted meal period of not less than thirty
9 (30) minutes and/or rest period.

10 73. During the relevant time period, Defendants intentionally and willfully required
11 Plaintiff and the other class members to work during meal periods and failed to compensate
12 Plaintiff and the other class members the full meal period premium for work performed during
13 meal periods.

14 74. During the relevant time period, Defendants failed to pay Plaintiff and the other
15 class members the full meal period premium due pursuant to California Labor Code section
16 226.7.

17 75. Defendants' conduct violates applicable IWC Wage Order and California Labor
18 Code sections 226.7 and 512(a).

19 76. Pursuant to applicable IWC Wage Order and California Labor Code section
20 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one
21 ///
22 additional hour of pay at the employee's regular rate of compensation for each work day that
23 the meal or rest period is not provided.

24 **THIRD CAUSE OF ACTION**

25 **(Violation of California Labor Code § 226.7)**

26 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**
27 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

28 77. Plaintiff incorporates by reference the allegations contained in paragraphs 1

1 through 76, and each and every part thereof with the same force and effect as though fully set
2 forth herein.

3 78. At all times herein set forth, the applicable IWC Wage Order and California
4 Labor Code section 226.7 were applicable to Plaintiff's and the other class members'
5 employment by Defendants.

6 79. At all relevant times, California Labor Code section 226.7 provides that no
7 employer shall require an employee to work during any rest period mandated by an applicable
8 order of the California IWC.

9 80. At all relevant times, the applicable IWC Wage Order provides that "[e]very
10 employer shall authorize and permit all employees to take rest periods, which insofar as
11 practicable shall be in the middle of each work period" and that the "rest period time shall be
12 based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4)
13 hours or major fraction thereof" unless the total daily work time is less than three and one-half
14 (3 ½) hours.

15 81. During the relevant time period, Defendants required Plaintiff and other class
16 members to work four (4) or more hours without authorizing or permitting a ten (10) minute
17 rest period per each four (4) hour period worked.

18 82. During the relevant time period, Defendants willfully required Plaintiff and the
19 other class members to work during rest periods and failed to pay Plaintiff and the other class
20 members the full rest period premium for work performed during rest periods.

21 ///

22 83. During the relevant time period, Defendants failed to pay Plaintiff and the other
23 class members the full rest period premium due pursuant to California Labor Code section
24 226.7.

25 84. Defendants' conduct violates applicable IWC Wage Orders and California Labor
26 Code section 226.7.

27 85. Pursuant to the applicable IWC Wage Orders and California Labor Code section
28 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one

1 additional hour of pay at the employees' regular hourly rate of compensation for each work day
2 that the rest period was not provided.

3 **FOURTH CAUSE OF ACTION**

4 **(Violation of California Labor Code §§ 1194, 1197, and 1197.1)**

5 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**
6 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

7 86. Plaintiff incorporates by reference the allegations contained in paragraphs 1
8 through 85, and each and every part thereof with the same force and effect as though fully set
9 forth herein.

10 87. At all relevant times, California Labor Code sections 1194, 1197, and 1197.1
11 provide that the minimum wage to be paid to employees, and the payment of a lesser wage than
12 the minimum so fixed is unlawful.

13 88. During the relevant time period, Defendants failed to pay minimum wage to
14 Plaintiff and the other class members as required, pursuant to California Labor Code sections
15 1194, 1197, and 1197.1.

16 89. Defendants' failure to pay Plaintiff and the other class members the minimum
17 wage as required violates California Labor Code sections 1194, 1197, and 1197.1. Pursuant to
18 those sections Plaintiff and the other class members are entitled to recover the unpaid balance
19 of their minimum wage compensation as well as interest, costs, and attorney's fees, and
20 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

21 ///

22 90. Pursuant to California Labor Code section 1197.1, Plaintiff and the other class
23 members are entitled to recover a penalty of \$100.00 for the initial failure to timely pay each
24 employee minimum wages, and \$250.00 for each subsequent failure to pay each employee
25 minimum wages.

26 91. Pursuant to California Labor Code section 1194.2, Plaintiff and the other class
27 members are entitled to recover liquidated damages in an amount equal to the wages unlawfully
28 unpaid and interest thereon.

1 **FIFTH CAUSE OF ACTION**

2 **(Violation of California Labor Code §§ 201 and 202)**

3 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**
4 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

5 92. Plaintiff incorporates by reference the allegations contained in paragraphs 1
6 through 91, and each and every part thereof with the same force and effect as though fully set
7 forth herein.

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

15 94. During the relevant time period, Defendants intentionally and willfully failed to
16 pay Plaintiff and the other class members who are no longer employed by Defendants their
17 wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.

18 95. Defendants' failure to pay Plaintiff and the other class members who are no
19 longer employed by Defendants' their wages, earned and unpaid, within seventy-two (72) hours
20 of their leaving Defendants' employ, is in violation of California Labor Code sections 201 and
21 202.

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

26 97. Plaintiff and the other class members are entitled to recover from Defendants the
27 statutory penalty wages for each day they were not paid, up to a thirty (30) day maximum
28 pursuant to California Labor Code section 203.

1 **SIXTH CAUSE OF ACTION**

2 **(Violation of California Labor Code § 204)**

3 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**
4 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

5 98. Plaintiff incorporates by reference the allegations contained in paragraphs 1
6 through 97, and each and every part thereof with the same force and effect as though fully set
7 forth herein.

8 99. At all times herein set forth, California Labor Code section 204 provides that all
9 wages earned by any person in any employment between the 1st and 15th days, inclusive, of
10 any calendar month, other than those wages due upon termination of an employee, are due and
11 payable between the 16th and the 26th day of the month during which the labor was performed.

12 100. At all times herein set forth, California Labor Code section 204 provides that all
13 wages earned by any person in any employment between the 16th and the last day, inclusive, of
14 any calendar month, other than those wages due upon termination of an employee, are due and
15 payable between the 1st and the 10th day of the following month.

16 101. At all times herein set forth, California Labor Code section 204 provides that all
17 wages earned for labor in excess of the normal work period shall be paid no later than the
18 payday for the next regular payroll period.

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21 102. During the relevant time period, Defendants intentionally and willfully failed to
22 pay Plaintiff and the other class members all wages due to them, within any time period
23 permissible under California Labor Code section 204.

24 103. Plaintiff and the other class members are entitled to recover all remedies
25 available for violations of California Labor Code section 204.

26 **SEVENTH CAUSE OF ACTION**

27 **(Violation of California Labor Code § 226(a))**

28 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**

AFTERMARKET GROUP, INC. and DOES 1 through 100)

104. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 103, and each and every part thereof with the same force and effect as though fully set forth herein.

105. At all material times set forth herein, California Labor Code section 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized statement in writing showing (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 his or her 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. The deductions made from payments of wages shall be recorded in ink or other indelible form, properly dated, showing the month, day, and year, and a copy of the statement or a record of the deductions shall be kept on file by the employer for at least three years at the place of employment or at a central location within the State of California.

106. Defendants have intentionally and willfully failed to provide Plaintiff and the other class members with complete and accurate wage statements. The deficiencies include, but are not limited to: the failure to include the total number of hours worked by Plaintiff and the other class members.

107. As a result of Defendants' violation of California Labor Code section 226(a), Plaintiff and the other class members have suffered injury and damage to their statutorily-protected rights.

108. More specifically, Plaintiff and the other class members have been injured by Defendants' intentional and willful violation of California Labor Code section 226(a) because they were denied both their legal right to receive, and their protected interest in receiving,

1 accurate and itemized wage statements pursuant to California Labor Code section 226(a).

2 109. Plaintiff and the other class members are entitled to recover from Defendants the
3 greater of their actual damages caused by Defendants' failure to comply with California Labor
4 Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.

5 110. Plaintiff and the other class members are also entitled to injunctive relief to
6 ensure compliance with this section, pursuant to California Labor Code section 226(h).

7 **EIGHTH CAUSE OF ACTION**

8 **(Violation of California Labor Code § 1174(d))**

9 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**
10 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

11 111. Plaintiff incorporates by reference the allegations contained in paragraphs 1
12 through 110, and each and every part thereof with the same force and effect as though fully set
13 forth herein.

14 112. Pursuant to California Labor Code section 1174(d), an employer shall keep at a
15 central location in the state or at the plants or establishments at which employees are employed,
16 payroll records showing the hours worked daily by and the wages paid to, and the number of
17 piece-rate units earned by and any applicable piece rate paid to, employees employed at the
18 respective plants or establishments. These records shall be kept in accordance

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20 with rules established for this purpose by the commission, but in any case, shall be kept on file
21 for not less than two years.

22 113. Defendants have intentionally and willfully failed to keep accurate and complete
23 payroll records showing the hours worked daily and the wages paid to Plaintiff and the other
24 class members.

25 114. As a result of Defendants' violation of California Labor Code section 1174(d),
26 Plaintiff and the other class members have suffered injury and damage to their statutorily-
27 protected rights.

28 115. More specifically, Plaintiff and the other class members have been injured by

1 Defendants' intentional and willful violation of California Labor Code section 1174(d) because
2 they were denied both their legal right and protected interest, in having available, accurate and
3 complete payroll records pursuant to California Labor Code section 1174(d).

4 **NINTH CAUSE OF ACTION**

5 **(Violation of California Labor Code §§ 2800 and 2802)**

6 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**
7 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

8 116. Plaintiff incorporates by reference the allegations contained in paragraphs 1
9 through 115, and each and every part thereof with the same force and effect as though fully set
10 forth herein.

11 117. Pursuant to California Labor Code sections 2800 and 2802, an employer must
12 reimburse its employee for all necessary expenditures incurred by the employee in direct
13 consequence of the discharge of his or her job duties or in direct consequence of his or her
14 obedience to the directions of the employer.

15 118. Plaintiff and the other class members incurred necessary business-related
16 expenses and costs that were not fully reimbursed by Defendants.

17 119. Defendants have intentionally and willfully failed to reimburse Plaintiff and the
18 other class members for all necessary business-related expenses and costs.

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20 120. Plaintiff and the other class members are entitled to recover from Defendants
21 their business-related expenses and costs incurred during the course and scope of their
22 employment, plus interest accrued from the date on which the employee incurred the necessary
23 expenditures at the same rate as judgments in civil actions in the State of California.

24 **TENTH CAUSE OF ACTION**

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

26 **(Against V&H PERFORMANCE, LLC, VANCE & HINES, MOTORSPORT**
27 **AFTERMARKET GROUP, INC. and DOES 1 through 100)**

28 121. Plaintiff incorporates by reference the allegations contained in paragraphs 1

1 through 120, and each and every part thereof with the same force and effect as though fully set
2 forth herein.

3 122. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
4 unlawful, and harmful to Plaintiff, other class members, to the general public, and Defendants'
5 competitors. Accordingly, Plaintiff seeks to enforce important rights affecting the public
6 interest within the meaning of Code of Civil Procedure section 1021.5.

7 123. Defendants' activities as alleged herein are violations of California law, and
8 constitute unlawful business acts and practices in violation of California Business &
9 Professions Code section 17200, et seq.

10 124. A violation of California Business & Professions Code section 17200, et seq.
11 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
12 policies and practices of requiring employees, including Plaintiff and the other class members,
13 to work overtime without paying them proper compensation violate California Labor Code
14 sections 510 and 1198. Additionally, Defendants' policies and practices of requiring
15 employees, including Plaintiff and the other class members, to work through their meal and rest
16 periods without paying them proper compensation violate California Labor Code sections 226.7
17 and 512(a). Defendants' policies and practices of failing to pay minimum wages violate
18 California Labor Code sections 1194, 1197, and 1197.1. Moreover, Defendants' policies and
19 practices of failing to timely pay wages to Plaintiff and the other class members violate
20 California Labor Code sections 201, 202 and 204. Defendants also violated California Labor
21 Code sections 226(a), 1174(d), 2800 and 2802.

22 125. As a result of the herein described violations of California law, Defendants
23 unlawfully gained an unfair advantage over other businesses.

24 126. Plaintiff and the other class members have been personally injured by
25 Defendants' unlawful business acts and practices as alleged herein, including but not
26 necessarily limited to the loss of money and/or property.

27 127. Pursuant to California Business & Professions Code sections 17200, et seq.,
28 Plaintiff and the other class members are entitled to restitution of the wages withheld and

1 retained by Defendants during a period that commences four years preceding the filing of this
2 Complaint; an award of attorneys' fees pursuant to California Code of Civil procedure section
3 1021.5 and other applicable laws; and an award of costs.

4 **ELEVENTH CAUSE OF ACTION**

5 **Violation of California Labor Code § 2698, et seq.**

6 **(Against Defendants V&H Performance, LLC, Vance & Hines, and Motorsport** 7 **Aftermarket Group, Inc., and DOES 1 through 100)**

8 128. Plaintiff incorporates by reference the allegations contained in paragraphs 1
9 through 127, and each and every part thereof with the same force and effect as though fully set
10 forth herein.

11 129. PAGA expressly establishes that any provision of the California Labor Code
12 which provides for a civil penalty to be assessed and collected by the LWDA, or any of its
13 departments, divisions, commissions, boards, agencies or employees for a violation of the
14 California Labor Code, may be recovered through a civil action brought by an aggrieved
15 employee on behalf of himself or herself, and other current or former employees.

16 130. Whenever the LWDA, or any of its departments, divisions, commissions, boards,
17 agencies, or employees has discretion to assess a civil penalty, a court in a civil action is
18 authorized to exercise the same discretion, subject to the same limitations and conditions, to
19 assess a civil penalty.

20 131. Plaintiff and the other hourly-paid or non-exempt employees are "aggrieved
21 employees" as defined by California Labor Code section 2699(c) in that they are all current or
22 former employees of Defendants, and one or more of the alleged violations was committed
23 against them.

24 **Failure to Pay Overtime**

25 132. Defendants' failure to pay legally required overtime wages to Plaintiff and the
26 other aggrieved employees is in violation of the Wage Orders and constitutes a violation of
27 California Labor Code sections 510 and 1198.

28 **Failure to Provide Meal Periods**

133. Defendants' failure to provide legally required meal periods to Plaintiff and the other aggrieved employees is in violation of the Wage Orders and constitutes a violation of California Labor Code sections 226.7 and 512(a).

Failure to Provide Rest Periods

134. Defendants' failure to provide legally required rest periods to Plaintiff and the other aggrieved employees is in violation of the Wage Orders and constitutes a violation of California Labor Code section 226.7.

Failure to Pay Minimum Wages

135. Defendants' failure to pay legally required minimum wages to Plaintiff and the other aggrieved employees is in violation of the Wage Orders and constitutes a violation of California Labor Code sections 1194, 1197 and 1197.1.

Failure to Timely Pay Wages Upon Termination

136. Defendants' failure to timely pay wages to Plaintiff and the other aggrieved employees upon termination in accordance with Labor Code sections 201 and 202 constitutes a violation of California Labor Code sections 201 and 202.

Failure to Timely Pay Wages During Employment

137. Defendants' failure to timely pay wages to Plaintiff and the other aggrieved employees during employment in accordance with Labor Code section 204 constitutes a violation of California Labor Code section 204.

Failure to Provide Complete and Accurate Wage Statements

138. Defendants' failure to provide complete and accurate wage statements to Plaintiff and the other aggrieved employees in accordance with Labor Code section 226(a) constitutes a violation of California Labor Code section 226(a).

Failure to Keep Complete and Accurate Payroll Records

139. Defendants' failure to keep complete and accurate payroll records relating to Plaintiff and the other aggrieved employees in accordance with California Labor Code section 1174(d) constitutes a violation of California Labor Code section 1174(d).

Failure to Reimburse Necessary Business-Related Expenses and Costs

1 140. Defendants' failure to reimburse Plaintiff and the other aggrieved employees for
2 necessary business-related expenses and costs in accordance with California Labor Code
3 sections 2800 and 2802 constitutes a violation of California Labor Code sections 2800 and
4 2802.

5 141. Pursuant to California Labor Code section 2699, Plaintiff, individually, and on
6 behalf of all aggrieved employees, requests and is entitled to recover from Defendants and each
7 of them, attorneys' fees and costs pursuant to California Labor Code section 218.5, as well as
8 all penalties pursuant to PAGA against Defendants, and each of them, including but not limited
9 to:

- 10 a. Penalties under California Labor Code section 2699 in the amount of a
11 hundred dollars (\$100) for each aggrieved employee per pay period for the
12 initial violation, and two hundred dollars (\$200) for each aggrieved
13 employee per pay period for each subsequent violation;
- 14 b. Penalties under California Code of Regulations Title 8 section 11010 et
15 seq. in the amount of fifty dollars (\$50) for each aggrieved employee per
16 pay period for the initial violation, and one hundred dollars (\$100) for each
17 aggrieved employee per pay period for each subsequent violation;
- 18 c. Penalties under California Labor Code section 210 in addition to, and
19 entirely independent and apart from, any other penalty provided in the
20 California Labor Code in the amount of a hundred dollars (\$100) for each
21 aggrieved employee per pay period for the initial violation, and two
22 hundred dollars (\$200) for each aggrieved employee per pay period for
23 each subsequent violation; and
- 24 d. Any and all additional penalties and sums as provided by the California
25 Labor Code and/or other statutes.

26 142. Pursuant to California Labor Code section 2699(i), civil penalties recovered by
27 aggrieved employees shall be distributed as follows: seventy-five percent (75%) to the Labor
28 and Workforce Development Agency for the enforcement of labor laws and education of

1 employers and employees about their rights and responsibilities and twenty-five percent (25%)
2 to the aggrieved employees.

3 143. Further, Plaintiff is entitled to seek and recover reasonable attorneys' fees and
4 costs pursuant to California Labor Code sections 210, 218.5 and 2699 and any other applicable
5 statute.

6 **DEMAND FOR JURY TRIAL**

7 Plaintiff, individually, and on behalf of other members of the general public similarly
8 situated and on behalf of other aggrieved employees pursuant to the California Private
9 Attorneys General Act, requests a trial by jury.

10 **PRAYER FOR RELIEF**

11 WHEREFORE, Plaintiff, individually, and on behalf of other members of the general
12 public similarly situated and on behalf of other aggrieved employees pursuant to the California
13 Private Attorney General Act, prays for relief and judgment against Defendants, jointly and
14 severally, as follows:

15 **Class Certification**

- 16 1. That this action be certified as a class action;
17 2. That Plaintiff be appointed as the representative of the Class;
18 3. That counsel for Plaintiff be appointed as Class Counsel; and
19 4. That Defendants provide to Class Counsel immediately the names and most
20 current/last known contact information (address, e-mail and telephone numbers) of all class
21 members.

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

- 25 5. That the Court declare, adjudge and decree that Defendants violated California
26 Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay
27 all overtime wages due to Plaintiff and the other class members;

- 28 6. For general unpaid wages at overtime wage rates and such general and special

1 damages as may be appropriate;

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

4 8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
5 California Labor Code section 1194;

6 9. For such other and further relief as the Court may deem just and proper.

7 **As to the Second Cause of Action**

8 10. That the Court declare, adjudge and decree that Defendants violated California
9 Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to
10 provide all meal periods (including second meal periods) to Plaintiff and the other class
11 members;

12 11. That the Court make an award to Plaintiff and the other class members of one (1)
13 hour of pay at each employee's regular rate of compensation for each workday that a meal
14 period was not provided;

15 12. For all actual, consequential, and incidental losses and damages, according to proof;

16 13. For premium wages pursuant to California Labor Code section 226.7(c);

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

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

20 16. For such other and further relief as the Court may deem just and proper.

21 **As to the Third Cause of Action**

22 17. That the Court declare, adjudge and decree that Defendants violated California
23 Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all
24 rest periods to Plaintiff and the other class members;

25 18. That the Court make an award to Plaintiff and the other class members of one (1)
26 hour of pay at each employee's regular rate of compensation for each workday that a rest period
27 was not provided;

28 19. For all actual, consequential, and incidental losses and damages, according to proof;

- 1 20. For premium wages pursuant to California Labor Code section 226.7(c);
2 21. For pre-judgment interest on any unpaid wages from the date such amounts were
3 due;
4 22. For such other and further relief as the Court may deem just and proper.

5 **As to the Fourth Cause of Action**

- 6 23. That the Court declare, adjudge, and decree that Defendants violated California
7 Labor Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to
8 Plaintiff and the other class members;
9 24. For general unpaid wages and such general and special damages as may be
10 appropriate;
11 25. For statutory wage penalties pursuant to California Labor Code section 1197.1 for
12 Plaintiff and the other class members in the amount as may be established according to proof at
13 trial;
14 26. For pre-judgment interest on any unpaid compensation from the date such amounts
15 were due;
16 27. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
17 California Labor Code section 1194(a);
18 28. For liquidated damages pursuant to California Labor Code section 1194.2;
19 29. For such other and further relief as the Court may deem just and proper.

20 **As to the Fifth Cause of Action**

- 21 30. That the Court declare, adjudge and decree that Defendants violated California
22 Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the
23 time of termination of the employment of Plaintiff and the other class members no longer
24 employed by Defendants;
25 31. For all actual, consequential, and incidental losses and damages, according to proof;
26 32. For statutory wage penalties pursuant to California Labor Code section 203 for
27 Plaintiff and the other class members who have left Defendants' employ;
28 33. For pre-judgment interest on any unpaid compensation from the date such amounts

1 were due;

2 34. For such other and further relief as the Court may deem just and proper.

3 **As to the Sixth Cause of Action**

4 35. That the Court declare, adjudge and decree that Defendants violated California
5 Labor Code section 204 by willfully failing to pay all compensation owed at the time required
6 by California Labor Code section 204 to Plaintiff and the other class members;

7 36. For all actual, consequential, and incidental losses and damages, according to proof;

8 37. For pre-judgment interest on any unpaid compensation from the date such amounts
9 were due;

10 38. For civil penalties pursuant to California Labor Code sections 2699(a), (f), and (g);
11 and

12 39. For such other and further relief as the Court may deem just and proper.

13 **As to the Seventh Cause of Action**

14 40. That the Court declare, adjudge and decree that Defendants violated the record
15 keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders
16 as to Plaintiff and the other class members, and willfully failed to provide accurate itemized
17 wage statements thereto;

18 41. For actual, consequential, and incidental losses and damages, according to proof;

19 42. For statutory penalties pursuant to California Labor Code section 226(e);

20 43. For injunctive relief to ensure compliance with this section, pursuant to California
21 Labor Code section 226(h);

22 44. For such other and further relief as the Court may deem just and proper.

23 **As to the Eighth Cause of Action**

24 45. That the Court declare, adjudge and decree that Defendants violated California
25 Labor Code section 1174(d) by willfully failing to keep accurate and complete payroll records
26 for Plaintiff and the other class members as required by California Labor Code section 1174(d);

27 46. For actual, consequential, and incidental losses and damages, according to proof;

28 47. For statutory penalties pursuant to California Labor Code section 1174.5;

1 48. For such other and further relief as the Court may deem just and proper.

2 **As to the Ninth Cause of Action**

3 49. That the Court declare, adjudge and decree that Defendants violated California
4 Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the other
5 class members for all necessary business-related expenses as required by California Labor Code
6 sections 2800 and 2802;

7 50. For actual, consequential, and incidental losses and damages, according to proof;

8 51. For the imposition of civil penalties and/or statutory penalties;

9 52. For reasonable attorneys' fees and costs of suit incurred herein;

10 53. For such other and further relief as the Court may deem just and proper.

11 **As to the Tenth Cause of Action**

12 54. That the Court decree, adjudge and decree that Defendants violated California
13 Business and Professions Code sections 17200, et seq. by failing to provide Plaintiff and the
14 other class members all overtime compensation due to them, failing to provide all meal and rest
15 periods to Plaintiff and the other class members, failing to pay at least minimum wages to
16 Plaintiff and the other class members, failing to pay Plaintiff's and the other class members'
17 wages timely as required by California Labor Code section 201, 202 and 204 and by violating
18 California Labor Code sections 226(a), 1174(d), 2800 and 2802.

19 55. For restitution of unpaid wages to Plaintiff and all the other class members and all
20 pre-judgment interest from the day such amounts were due and payable;

21 56. For the appointment of a receiver to receive, manage and distribute any and all funds
22 disgorged from Defendants and determined to have been wrongfully acquired by Defendants as
23 a result of violation of California Business and Professions Code sections 17200, et seq.;

24 57. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
25 California Code of Civil Procedure section 1021.5;

26 58. For injunctive relief to ensure compliance with this section, pursuant to California
27 Business and Professions Code sections 17200, et seq.;

28 59. For such other and further relief as the Court may deem just and proper.

As to the Eleventh Cause of Action

68. For civil penalties and wages pursuant to California Labor Code sections 2699(a), (f) and (g) and 558 plus costs and attorneys' fees for violation of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802; and

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

Dated: April 10, 2024

LAWYERS *for* JUSTICE, PC

By:  _____

Charles T. Sweeny
Eli J. Drummond
Attorneys for Plaintiff