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on behalf of himself and current and former aggrieved employees,

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

RONALD R. HENDERSON, on behalf of
himself and current and former aggrieved
employees,

Plaintiff,

vs.

MFI RECOVERY CENTER; and DOES 1 to
100, inclusive,

Defendants.

Case No.: **CVRI 2304399**

PAGA ACTION

**PLAINTIFF RONALD R.
HENDERSON'S COMPLAINT FOR:**

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

COMES NOW Plaintiff RONALD R. HENDERSON ("Plaintiff"), who alleges and
complains against Defendants MFI RECOVERY CENTER; and DOES 1 to 100, inclusive
(collectively, "Defendants") as follows:

I. INTRODUCTION

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

1 hours worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure
2 to authorize or permit all legally required and/or compliant meal periods or pay meal period
3 premium wages; failure to authorize or permit all legally required and/or compliant rest periods or
4 pay rest period premium wages; failure to timely pay earned wages during employment,
5 indemnification for all necessary expenditures or losses incurred by employees in direct
6 consequence of discharging their duties; failure to provide complete and accurate wage statements,
7 and failure to timely pay all unpaid wages following separation of employment. Plaintiff seeks on
8 a representative basis, following notice to the Labor and Workforce Development Agency, civil
9 penalties, reasonable attorneys' fees pursuant to Labor Code section 2699(g)(1) and costs brought
10 on behalf of Plaintiff, the State of California, and others aggrieved.

11 **II. JURISDICTION AND VENUE**

12 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
13 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
14 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
15 non-exempt employees, and the State of California in excess of twenty-five thousand dollars
16 (\$25,000); Defendants employed Plaintiff and all other current and former aggrieved California-
17 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
18 aggrieved California-based hourly non-exempt employees occurred in locations throughout
19 California, including but not limited to Riverside County, at 10003 County Farm Road, Riverside,
20 California 92503.

21 3. In response to the COVID-19 pandemic, the Judicial Council of California enacted
22 Emergency Rule 9 to the California Rules of Court, which provided that, notwithstanding any
23 other law, the statutes of limitations and repose for civil causes of action that exceed 180 days are
24 tolled from April 6, 2020, until October 1, 2020.

25 **III. PARTIES**

26 4. Plaintiff brings this action as a representative of the Labor and Workforce
27 Development Agency on behalf of himself and other current and former employees subject to
28 Defendants' violations of the Labor Code. The named Plaintiff and the persons on whose behalf

1 this action is filed include current, former and/or future employees of Defendants who work,
2 worked, or will work for Defendants as direct employees as well as temporary employees
3 employed through temp agencies as hourly non-exempt employees in California. At all times
4 mentioned herein, the currently named Plaintiff is and was domiciled and a resident and citizen of
5 California and was employed by Defendants in an hourly position at Defendants' location in
6 Riverside from approximately February 10, 2020, until on or about June 24, 2022.

7 5. Plaintiff is informed and believes and thereon alleges that Defendant MFI
8 RECOVERY CENTER is authorized to do business within the State of California and is doing
9 business in the State of California and/or that Defendants DOES 1-50 are, and at all times relevant
10 hereto were persons acting on behalf of Defendant MFI RECOVERY CENTER in the
11 establishment of, or ratification of, the aforementioned illegal wage and hour practices or policies.
12 Defendant MFI RECOVERY CENTER operates in Riverside County and employed Plaintiff and
13 aggrieved employees in Riverside County, including but not limited to, at 10003 County Farm
14 Road, Riverside, California 92503.

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

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

26 8. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
27 sues said defendants by said fictitious names, and will amend this complaint when the true names
28 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as

1 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously
2 named defendants is in some manner responsible for the events and allegations set forth in this
3 complaint.

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

7 **FIRST CAUSE OF ACTION**

8 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**
9 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

10 **(Against all Defendants by Plaintiff)**

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

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

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

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

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

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

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

4 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
5 non-exempt employees to line up to wait to undergo and undergo off-the-clock COVID-19
6 temperature checks; and

7 (b) Requiring Plaintiff and other current and former aggrieved California-based hourly
8 non-exempt employees for perform shift hand offs whereby the outgoing shift, after clocking out
9 for the end of their shift, was required to brief the incoming shift on the events of the shift prior to
10 explain tasks to be completed during their upcoming shift.

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

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

23 18. Labor Code sections 510 and 1194 require an employer to compensate employees a
24 higher rate of pay for hours worked in excess of eight (8) hours in a workday, in excess of forty
25 (40) hours in a workweek, and on any seventh consecutive day of work in a workweek:

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

seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee.

Labor Code section 510.

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

(a) Requiring Plaintiff and other current and former aggrieved California-based hourly non-exempt employees to line up to wait to undergo and undergo off-the-clock COVID-19 temperature checks; and

(b) Requiring Plaintiff and other current and former aggrieved California-based hourly non-exempt employees for perform shift hand offs whereby the outgoing shift, after clocking out for the end of their shift, was required to brief the incoming shift on the events of the shift prior to explain tasks to be completed during their upcoming shift.

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

21. In this case, Plaintiff alleges that when he and other current and former aggrieved California-based hourly non-exempt employees earned overtime wages, Defendants failed to pay them overtime wages at the proper overtime rate of pay due to Defendants' failure to include all remuneration when calculating the overtime rate of pay. Specifically, Defendants maintained a policy, practice, and/or procedure of failing to include all remuneration such as "shift differential pay" and "bonus pay," for example, when calculating Plaintiff's and other current and former aggrieved California-based hourly non-exempt employees' regular rate of pay for the purpose of paying overtime.

22. The foregoing policies, practices, and/or procedures resulted in time during each workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt employees were under the control of Defendants but were not compensated. To the extent that the foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved

1 California-based hourly non-exempt employees worked more than eight (8) hours in a workday,
2 more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed
3 to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code
4 sections 510 and 1194 and the applicable Wage Order.

5 23. **Failure to pay wages to hourly non-exempt employees for workdays that**
6 **Defendants failed to provide legally required and compliant meal periods:** Plaintiff and other
7 current and former aggrieved California-based hourly non-exempt employees regularly worked
8 shifts of more than five (5) hours in length and shifts of more than ten (10) hours in length.

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

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

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

28 (a) Failing to provide Plaintiff and other current and former aggrieved California-based

hourly non-exempt employees timely, uninterrupted, duty-free meal breaks of at least 30 minutes for every five hours worked

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

28. Finally, on occasions when Defendants paid Plaintiff and other current and former aggrieved California-based hourly non-exempt employees a “premium” wage for late, missed, short, on-premise, on-duty, and/or interrupted meal periods, Defendants failed to pay the one (1) additional hour of pay at Plaintiff’s and other current and former aggrieved California-based hourly non-exempt employees’ regular rate of compensation. Specifically, Defendants maintained a policy, practice, and/or procedure of failing to include all remuneration such as “shift differential pay” and “bonus pay,” for example, when calculating Plaintiff’s and other current and former aggrieved California-based hourly non-exempt employees’ regular rate of pay for the purpose of paying meal period premium wages.

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

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

31. California law requires every employer to authorize and permit an employee a rest period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code section 226.7; Wage Order 4 at §12. Under California law, “[e]mployees are entitled to 10

1 minutes' rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more
2 than six hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so
3 on.” *Brinker Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code
4 section 226.7; Wage Order 4 at §12. Rest periods, insofar as practicable, shall be in the middle of
5 each work period. Wage Order 4 at §12. Additionally, the rest period requirement “obligates
6 employers to permit – and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM*
7 *Security Services, Inc.*, (2016) 5 Cal.5th 257, 269. That is, during rest periods employers must
8 relieve employees of all duties and relinquish control over how employees spend their time. *Id.*

9 32. If the employer fails to authorize or permit a required rest period, the employer
10 must pay the employee one (1) hour of pay at the employee’s regular rate of pay for each workday
11 the employer did not authorize or permit a legally required rest period. Labor Code section 226.7;
12 Wage Order 4 at § 12.

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

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

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

25 35. Finally, on occasions when Defendants did pay Plaintiff and other current and
26 former aggrieved California-based hourly non-exempt employees a “premium” wage for late,
27 missed, short, on-premise, on-duty, and/or interrupted rest periods, Defendants failed to pay the
28 one (1) additional hour of pay at Plaintiff’s and other current and former aggrieved California-

1 based hourly non-exempt employees' regular rate of compensation. Specifically, Defendants
2 maintained a policy, practice, and/or procedure of failing to include all remuneration such as "shift
3 differential pay" and "bonus pay," for example, when calculating Plaintiff's and other current and
4 former aggrieved California-based hourly non-exempt employees' regular rate of pay for the
5 purpose of paying rest period premium wages.

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

10 37. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
11 **Employment:** California law requires that every employer must indemnify its employees for all
12 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at
13 the obedience of the directions of the employer. Moreover, an employer is prohibited from passing
14 the ordinary business expenses and losses of the employer onto the employee. (Lab. Code, §
15 2802.)

16 38. Defendants have violated Labor Code Section 2802 by failing to indemnify
17 Plaintiff and other current and former aggrieved California-based non-exempt hourly employees'
18 necessary expenditures they incurred in the discharge of their duties. Specifically, Defendants
19 employed a policy, practice, and procedure requiring Plaintiff and other current and former
20 aggrieved California-based non-exempt hourly employees to use or purchase their own tools
21 and/or resources in order to work for Defendants, including but not limited to their cell phone and
22 personal vehicle (including telephone use, cellular data use, and/or mileage) for work-related
23 purposes - without reimbursing Plaintiff and other current and former aggrieved California-based
24 non-exempt hourly employees for such use.

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

1 40. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their
2 employment related expenses, including but not limited to costs related to use of their personal
3 cell phones and costs associated with their uniforms pursuant to Labor Code section 2802.

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

13 42. In direct violation of Labor Code section 204, Plaintiff and other current and
14 former aggrieved California-based hourly non-exempt employees were paid nine (9) calendar days
15 following the close of the payroll period.

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

25 44. **Failure to provide complete and accurate wage statements:** Labor Code section
26 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an
27 employee his or her wages, the employer must "furnish each of his or her employees ... an
28 itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the

1 employee, except for any employee whose compensation is solely based on a salary and who is
2 exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of
3 the Industrial Welfare Commission, (3) the number of piece-rate units earned and any applicable
4 piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided, that all
5 deductions made on written orders of the employee may be aggregated and shown as one item, (5)
6 net wages earned, (6) the inclusive dates of the pay period for which the employee is paid, (7) the
7 name of the employee and his or her social security number, (8) the name and address of the legal
8 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and
9 the corresponding number of hours worked at each hourly rate by the employee.”

10 45. In direct violation of Labor Code section 226, during pay periods Plaintiff and
11 other current and former aggrieved California-based hourly non-exempt employees earned meal
12 break premium wages, Defendants maintained a policy, practice, and/or procedure of including
13 those wages in Plaintiff and other current and former aggrieved California-based hourly non-
14 exempt employees “total hours worked” on their wage statements despite that these were not hours
15 that employees worked, but rather were payments of wages for non-complaint meal breaks

16 46. As a derivative of Plaintiff’s allegations above, Defendants’ failure to pay Plaintiff
17 and other current and former aggrieved California-based hourly non-exempt employees all wages
18 earned (including minimum wages, overtime wages, overtime wages at the proper rate, meal
19 period premium wages, meal period premium wages at the proper rate, rest period premium
20 wages, and/or rest period premium wages at the proper rate) rendered Plaintiff’s and other current
21 and former aggrieved California-based hourly non-exempt employees’ wage statements
22 inaccurate, in violation of Labor Code section 226.

23 47. **Failure to pay employees all wages due at time of termination/resignation:** An
24 employer is required to pay all unpaid wages timely after an employee’s employment ends. The
25 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
26 hours of resignation (Labor Code section 202).

27 48. As a derivative of Plaintiff’s allegations above, because Defendants failed to pay
28 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees

1 all their earned wages (including minimum wages, overtime wages, meal period premium wages,
2 and/or rest period premium wages), Defendants failed to pay those employees timely after each
3 employee's termination and/or resignation, in violation of Labor Code sections 201, 202, and 203.

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

8 50. Plaintiff has complied with the procedures for bringing suit specified in Labor
9 Code section 2699.3. On June 12, 2023, Plaintiff filed a PAGA Claim Notice with the LWDA and
10 provided notice to Defendants by certified mail which provided notice of the specific provisions of
11 the Labor Code alleged to have been violated, including the facts and theories to support the
12 violations alleged.

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

18 52. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
19 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 226, 226.7, 510,
20 512, 1194, 1197, 2802, During Plaintiff's employment and continuing through the present,
21 preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the
22 following amounts:

23 a. For violations of Labor Code sections 201, 202, 203, 204, 226.7, 512, and
24 2802; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial
25 violation and two hundred dollars (\$200) for each aggrieved employee per pay period for each
26 subsequent violation [penalty amounts established by Labor Code section 2699(f)(2)].

27 b. For violations of Labor Code section 226, two hundred fifty dollars (\$250)
28 for each employee for each pay period for the initial violation, and for each subsequent violation,

one thousand dollars (\$1000) for each underpaid employee for each pay period [penalty amounts established by Labor Code section 226.3].

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

d. For violations of Labor Code section 1194 and 1197, one hundred dollars (\$100) for each underpaid employee for each pay period for the initial violation, and for each subsequent violation, two hundred fifty dollars (\$250) for each underpaid employee for each pay period [penalty amounts established by Labor Code section 1197.1].

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

PRAYER FOR RELIEF

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

ON THE FIRST CAUSE OF ACTION:

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

2. For any and all legally applicable penalties during the relevant statute of limitations subject to any permissible tolling, including but not limited to those recoverable under the California Labor Code, including but not limited to section 2699(f);

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

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

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Dated: August 17, 2023

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

By: 

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