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as an individual and on behalf of all
employees similarly situated

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

EDWIN RAMOS, as an individual and on
behalf of all employees similarly situated,

Plaintiff,

v.

GREATERFAST INC., a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 26STCV01184

**Amended as a matter of right, pursuant to
Labor Code Section 2699.3(a)(2)(c)**

FIRST AMENDED COMPLAINT

1. Failure to Pay All Wages and Sick Pay;
2. Failure to Provide Meal Periods;
3. Failure to Provide Rest Periods;
4. Failure to Keep Accurate Itemized Wage Statements;
5. Failure to Pay Wages Upon Termination of Employment;
6. Failure to Reimburse for Necessary Expenditures;
7. Unfair Business Practices; and
8. Violation of the Private Attorneys General Act, Labor Code sections 2698, *et seq*

DEMAND FOR JURY TRIAL

1 Plaintiff EDWIN RAMOS (hereinafter referred to as “Plaintiff”) on behalf of himself and
2 all others similarly situated, and as representative of the State of California and the Labor and
3 Workforce Development Agency (“LWDA”), based upon facts that either have evidentiary
4 support or are likely to have evidentiary support after a reasonable opportunity for further
5 investigation and discovery, complains and alleges as follows:

6 **INTRODUCTION**

7 1. This is a class action brought on behalf of Plaintiff and the class he seeks to
8 represent (“Class” or “Class Members”). Class Members consist of all non-exempt, hourly-paid
9 employees currently and/or formerly employed by GREATERFAST INC. in the State of
10 California during the Class Period. The term “Class Period” is defined as four (4) years prior to
11 the filing of this Complaint through the date final judgment is entered. Plaintiff reserves the right
12 to amend this Complaint to reflect a different “Class Period” or “Class” as further discovery is
13 conducted.

14 2. Plaintiff, individually and on behalf of the class he seeks to represent, seeks relief
15 against GREATERFAST INC. (“Defendant”) for Defendant’s failure to pay all wages due; failure
16 to provide meal periods or compensation in lieu thereof; failure to provide rest periods or
17 compensation in lieu thereof; failure to provide accurate itemized wage statements upon payment
18 of wages; failure to reimburse for necessary expenditures; and failure to pay wages of terminated
19 or resigned employees; failure to provide correct paid sick leave and provide accurate sick leave
20 amount balance.

21 3. Plaintiff seeks equitable remedies in the form of declaratory relief and injunctive
22 relief, and relief under Business and Professions Code Section 17200 et seq. for unfair business
23 practices.

24 4. At all relevant times herein, Defendant has consistently maintained and enforced
25 against Plaintiff and Class the following unlawful practices and policies:

- 26 (a) willfully refusing to pay Plaintiff and Class for all hours worked and
27 overtime;
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- (b) willfully refusing to permit Plaintiff and Class from taking meal periods or compensation in lieu thereof;
- (c) willfully refusing to permit Plaintiff and Class from taking rest periods or compensation in lieu thereof;
- (d) willfully refusing to maintain accurate records and to furnish to Plaintiff and Class accurate itemized wage statements upon payment of wages;
- (e) willfully refusing to compensate certain members of the Class wages due and owing at the time of Class Members' employment with Defendant ended;
- (f) willfully refusing to reimburse Plaintiff and Class for necessary expenditures; and
- (h) willfully refusing to provide paid sick leave and written notice of paid sick leave.

5. On information and belief, Defendant was on actual and constructive notice of the improprieties alleged herein and intentionally refused to rectify their unlawful policies. Defendant's violations, as alleged above, during all relevant times herein were willful and deliberate.

6. At all relevant times, Defendant was and is legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiff and Class. Further, Defendant is responsible for each of the unlawful acts or omissions complained of herein under the doctrine of "respondeat superior".

7. Plaintiff further brings this action as a representative of the State of California and the Labor and Workforce Development Agency ("LWDA") to recover civil penalties pursuant to the Private Attorneys General Act ("PAGA"), Labor Code sections 2698, et seq., for violations of numerous Labor Code provisions, including, but not limited to, sections 201-203, 204, 226, 226.7, 245-248.5, 510, 512, 558, 558.1, 1174, 1194, 1197, 1197.1, 1198, 1199, 2802, 2810.5 as well as violations of the applicable Wage Order.

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1 12. Plaintiff is informed and believes, and based thereon alleges, that Defendant is a
2 California corporation, registered and doing business in California. Plaintiff also alleges that
3 Defendant is conducting business in good standing in California.

4 13. Plaintiff is ignorant of the true names, capacities, relationships and extent of
5 participation in the conduct herein alleged of the Defendant sued herein as DOES 1 through 50,
6 inclusive, but on information and belief alleges that these Defendants are legally responsible for
7 the payment of overtime compensation, rest and meal period compensation, and wages to Plaintiff
8 and Class by virtue of their unlawful practices, and therefore sues these Defendants by such
9 fictitious names. Plaintiff will amend this complaint to allege the true names and capacities of
10 each DOE Defendants when ascertained.

11 14. Plaintiff is informed and believes, and based thereon alleges, that each Defendant
12 acted in all respects pertinent to this action as the agent of the other Defendant, carried out a joint
13 scheme, business plan or policy in all respects pertinent hereto, and the acts of each Defendant
14 are legally attributable to the other Defendant. Furthermore, Defendants in all respects acted as
15 the employer and/or joint employer of Plaintiff and Class.

16 15. Plaintiff is informed and believes, and based thereon alleges, that each Defendant
17 acted in all respects as the agent, servant, partner, joint venture, alter-ego, employee, proxy,
18 managing agent, and/or principal of the Defendant, and in performing the actions mentioned
19 below was acting, at least in part, within the course and scope of that authority as such agent,
20 proxy, servant, partner, joint venture, employee, alter-ego, managing agent, and/or principal with
21 permission and consent of the Defendant. Plaintiff also alleges the acts of each Defendant are
22 legally attributable to the other Defendant.

23 16. Plaintiff is informed and believes, and based thereon alleges, that each of the
24 Defendant sued herein was, at all times relevant hereto, the employer, owner, shareholder,
25 principal, joint venture, proxy, agent, employee, supervisor, representative, manager, managing
26 agent, joint employer and/or alter-ego of the remaining Defendant, and was acting, at least in part,
27 within the course and scope of such employment and agency, with the express and implied
28 permission, consent, and knowledge, approval and/or ratification of the other Defendant.

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18. A true and correct copy of Plaintiff's letter sent to the LWDA dated January 12, 2026, is attached hereto as "**Exhibit A**". As of the filing of this complaint, LWDA has not responded to the written notice.

20. More than sixty-five (65) days have passed without notice from the LWDA. Accordingly, all administrative prerequisites for filing this action have been fulfilled.

21. Plaintiff was employed by Defendant as a laborer from approximately December 2025 to January 8, 2026.

23. Labor Code Section 1197 provides the California requirement that employees must be paid at least the minimum wage fixed by the IWC, and any payment of less than the minimum wage is unlawful. Furthermore, "in any action under Labor Code Sections 98, 1193 .6, 1194, or 1197.1 to recover wages because of the payment of a wage less than the minimum wage fixed by an order of the commission or by statute, an employee shall be entitled to recover

1 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon ... "
2 See California Labor Code Section 1194.2.

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

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

11 26. Labor Code Section 204 requires employers to pay employees all earned wages
12 two times per month on days designated in advance by the employer as regular paydays.
13 Pursuant to Labor Code Section 204 (a) labor performed between the 1st and 15th days,
14 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the
15 month during which the labor was performed, and labor performed between the 16th and the last
16 day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the
17 following month. Pursuant to Labor Code Section 204 (d) the requirements of this Section shall
18 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
19 the wages are paid not more than seven calendar days following the close of the payroll period.
20 Plaintiff and Class were also entitled to be paid twice a month at their regular rates, including all
21 meal period premium wages owed, rest period premium wages owed, and wages owed for hours
22 worked. Defendant systematically failed and refused to pay the employees all wages due, and
23 failed to pay those wages twice a month, in that employees were not paid all wages for all meal
24 periods not provided by Defendant, all wages for all rest periods not authorized and permitted by
25 Defendant, and all wages for all hours worked.

26 27. Further, Business and Professions Code Section 17203 provides that any person
27 who engages in unfair competition may be enjoined in any court of competent jurisdiction.
28 Business and Professions Code Section 17204 provides that any person who has suffered actual

1 injury and has lost money or property as a result of the unfair competition may bring an action in
2 a court of competent jurisdiction.

3 28. During all, or a portion of the Class Period, Plaintiff and each member of the Class
4 was employed by Defendant in the State of California.

5 29. Plaintiff and Class Members were non-exempt employees covered under one or
6 more IWC Wage Order(s), and Labor Code Section 510, and/or other applicable Wage Orders,
7 regulations and statutes, and each Class Member was not subject to an exemption for executive,
8 administrative or professional employees, which imposed obligations on the part of Defendant to
9 pay Plaintiff and Class Members lawful overtime compensation.

10 30. Plaintiff and Class were covered by one or more IWC Wage Order(s), and Labor
11 Code Section 226.7 and other applicable Wage Orders, regulations and statutes which imposed
12 an obligation on the part of Defendant to pay Plaintiff and Class rest and meal period
13 compensation.

14 31. During the Class Period, Defendant was obligated to pay Plaintiff and Class
15 Members overtime compensation for all hours worked in excess of eight (8) hours of work in one
16 (1) day or forty (40) hours in one (1) week and double-time compensation for hours worked in
17 excess of twelve (12) in one (1) day. However, often times Plaintiff and Class Members were
18 required to work overtime in excess of eight (8) hours per workday and in excess of forty (40)
19 hours per workweek but were not paid at the proper overtime rate of pay.

20 32. During the Class Period, Defendant maintained a policy and practice of failing to
21 pay Plaintiff and Class Members for all hours worked and for overtime worked with proper
22 overtime rate. Based on information and belief, Defendant required Plaintiff and Class
23 Members to work in excess of eight (8) hours per day and forty (40) hours per week but failed
24 to pay for the overtime hours with the overtime rate and paid with regular hourly rate
25 regardless of the number of hours worked by Plaintiff and Class Members during the shift or
26 week.
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1 33. During the Class Period, based on information and belief, Defendant also regularly
2 used a system of time rounding in a manner that resulted, over a period of time, in failing to
3 compensate Plaintiff and Class Members properly for all the time they have actually worked,
4 even though the realities of Defendant's operations are such that it is possible, practical, and
5 feasible to count and pay for work time to the minute. Based on information and belief,
6 Defendant instructed Plaintiff and Class Members to record rounded time in the handwritten
7 timesheets instead of recording actual time worked. For example, if Plaintiff started work at
8 3:40p.m. instead of 4p.m. or finish his shift at 3:20a.m. instead of scheduled 3:00a.m., he was
9 instructed to record his work start time at 4p.m. and work end time at 3:00a.m. Accordingly,
10 Defendant frequently paid Plaintiff and Class Members less than all their work time. Some of
11 this unpaid work also should have been paid at the overtime rate.
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13 34. During the Class Period, Defendant also maintained a policy and practice of
14 requiring Plaintiff and Class Members to perform work "off-the-clock". Plaintiff and Class
15 Members were also regularly required to work off-the-clock, uncompensated, as they were
16 required to arrive earlier than their shift start time to stay in line with other employees to
17 record their time prior to the start of their shift. This time spent under the control of Defendant
18 was uncompensated. Plaintiff and Class Members were also regularly required to work off-the-
19 clock, uncompensated, to send and respond to work-related messages using their personal cell
20 phones after their scheduled shifts.
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22 35. Defendant's automatic deduction and time rounding policies and practices for meal
23 periods, off-the clock/unpaid work completed during meal periods and/or time spent restricted
24 to Defendant's premises and/or subject to Defendant's control during off-the-clock meal
25 periods (described above), and/or other off-the-clock work resulted in the failure to account for
26 all hours worked and thus the denial of minimum wages as well as overtime wages owed to
27 Plaintiff and Class Members who worked more than eight (8) hours in a day or more than forty
28 (40) hours in a week.

1 36. In maintaining a practice of not paying all wages owed, Defendant failed to
2 maintain accurate records of the hours Plaintiff and Class Members worked. In doing so,
3 Defendant also failed to maintain accurate records of the hours Plaintiff and Class Members
4 worked.

5 37. During the Class Period, Defendant was obligated to provide Plaintiff and Class
6 with a work-free meal period within the first five (5) hours of a shift no later than the start of
7 sixth hour of work in a workday, and to allow employees to take their second 30-minute, duty-
8 free meal period no later than the start of the eleventh hour of work in the workday. Here,
9 Defendant wrongfully failed to provide Plaintiff and Class Members with legally compliant
10 meal periods. Defendant regularly required Plaintiff and Class Members to work in excess of
11 five consecutive hours a day without providing a 30-minute, continuous and uninterrupted,
12 duty-free meal period for every five hours of work, or without compensating Plaintiff and Class
13 Members for meal periods that were not provided by the end of the fifth hour of work or tenth
14 hour of work. Plaintiff and Class Members would regularly miss or take late first meal periods
15 and have never been authorized to take second meal periods when worked 10 hours or more per
16 shift.
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18 38. Most importantly, based on information and belief, Defendant did not instruct and
19 allow Plaintiff and Class Members to record their meal periods. Based on information and
20 belief, even if the meal periods were automatically deducted, they did not reflect the actual meal
21 period time. Additionally, based on information and belief, Plaintiff and Class Members were
22 now allowed to leave the work premises during their meal periods. Accordingly, Defendant's
23 policy and practice was to not provide meal periods to Plaintiff and Class Members in
24 compliance with California law.

25 39. Based on information and belief, despite Defendant's failure to provide lawful
26 meal periods, Defendant implemented a policy and/or practice of rounding the start and end times
27 of Plaintiff's and Class Members' meal periods and/or automatically deducting at least thirty
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1 minutes per shift for missed and/or otherwise unlawful meal periods, despite having actual and/or
2 constructive knowledge that Plaintiff and Class Members did not receive lawful meal periods.

3 40. Moreover, based on information and belief, Defendant failed to keep accurate
4 records of the true start and end times of Plaintiff's and Class Members' meal periods. Based on
5 information and belief, to the extent meal period were recorded, Defendant illegally rounded the
6 start and end times of purported meal periods resulting in Plaintiff and Class Members not being
7 paid for all time worked as well as late and/or shortened meal periods. See *Donohue v. AMN*
8 *Services, LLC* (2021) 11 Cal.5th 58.

9 41. Additionally, Defendant was obligated to provide Plaintiff and Class Members
10 with a ten (10) minute rest break for every four (4) hours, or major fraction thereof, worked each
11 day. Defendant, however, wrongfully failed to authorize and permit Plaintiff and Class Members
12 to take timely and duty-free rest periods. Defendant regularly required Plaintiff and Class
13 Members to work in excess of four consecutive hours a day without Defendant authorizing and
14 permitting them to take a ten-minute, continuous and uninterrupted, rest period for every four
15 hours of work (or major fraction of four hours), or without compensating Plaintiff and Class
16 Members for rest periods that were not authorized or permitted. Defendant did not have adequate
17 policies or practices permitting or authorizing rest periods for Plaintiff and Class Members, nor
18 did Defendant have adequate policies or practices regarding the timing of rest periods. On
19 information and belief, Plaintiff and Class Members were never authorized or allowed to take
20 their second or third rest periods and were not allowed to leave premises during their first rest
21 periods.

22 42. California Labor Code Section 2802 requires employers to reimburse employees
23 for their necessary expenditures and losses incurred in direct consequence of the discharge of
24 their duties or of their obedience to directions of the employer.

25 43. During the Class Period, Defendant wrongfully required Plaintiff and Class
26 Members to pay expenses that they incurred in direct discharge of their duties for Defendant
27 without reimbursement. Defendant wrongfully required Plaintiff and Class Members to pay
28 expenses that they incurred in direct discharge of their duties for Defendant without

1 reimbursement. Defendant failed to reimburse Plaintiff and Class Members a reasonable portion
2 of their personal cell phone bills as Plaintiff and Class Members were required to use their
3 personal cell phones to send and respond to work-related messages and to take and send work-
4 related photos to their managers using their personal cell phones. Defendant also failed to
5 reimburse Plaintiff and Class Members for purchase of knives necessary to perform their work.
6 Plaintiff and Class Members incurred these substantial expenses as a direct result of performing
7 their job duties for Defendant, and Defendant has failed to indemnify Plaintiff and Class Members
8 for these employment-related expenses.

9 44. Defendant continues to employ non-exempt, hourly-paid employees within
10 California.

11 45. Plaintiff and Class Members primarily performed non-exempt work, often in
12 excess of the maximum regular rate hours set forth in the applicable IWC Wage Order(s),
13 regulations or statutes, and therefore entitled the Plaintiff and Class Members to overtime
14 compensation at the rate of one and a half times their regular rate of pay and, when applicable,
15 double time compensation as set forth by the applicable IWC Wage Order(s), regulations and/or
16 statutes.

17 46. During the Class Period, Defendant required Plaintiff and Class Members to work
18 regular hours, off the clock hours, and overtime hours without lawful compensation in violation
19 of the applicable IWC Wage Order(s), regulations and statutes, and Defendant: (1) willfully failed
20 and refused, and continue to fail and refuse to pay compensation for all hours worked, including
21 lawful regular time and overtime compensation, to Class Members; and (2) willfully failed and
22 refused, and continue to fail and refuse to pay due and owing wages promptly upon termination
23 of employment to Plaintiff and affected Class Members.

24 47. Class Members who ended their employment with Defendant during the Class
25 Period but were not paid the above due compensation for all hours worked timely upon the
26 termination of their employment as required by Labor Code Sections 201, 202, and 203 are
27 entitled to penalties as provided by Labor Code Section 203. These unpaid wages include wages
28 for unpaid work time, missed meal periods, and missed rest periods. Accordingly, Plaintiff and

1 Class Members are entitled to recover from Defendant their additionally accruing wages for each
2 day they were not paid, at their regular hourly rate of pay, up to 30 days maximum pursuant to
3 Labor Code Section 203.

4 48. During the Class Period, on information and belief, Defendant intentionally and
5 willfully failed to provide employees with wage statements at all. Defendant paid Plaintiff and
6 Class Members with a check but failed to provide an itemized wage statement listing their
7 hourly pay, hours worked, net and gross wages, payroll deductions, pay period as required by
8 California law. If, however, Defendant provided wage statements, Defendant failed to furnish
9 Plaintiff and Class Members with accurate, itemized wage statements showing all gross and net
10 wages earned including employees' total hours worked, correct hours worked, correct wages
11 earned for hours worked, correct overtime hours worked, correct wages for meal periods that
12 were not provided in accordance with California law, correct wages for rest periods that were
13 not authorized and permitted to take in accordance with California law. As a result of these
14 violations of California Labor Code Section 226(a), Plaintiff and Class Members are owed the
15 amounts provided for in California Labor Code Section 226(e), including actual damages.

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17 49. Labor Code Section 246 (a) an employee who, on or after July 1, 2015, works in
18 California for the same employer for 30 or more days within a year from the commencement of
19 employment is entitled to paid sick days.

20 50. Labor Code Section 246 (i) requires employers to provide an employee with
21 written notice that sets forth the amount of paid sick leave available.

22 51. During the Class Period, Defendant failed to provide paid sick leave to Plaintiff
23 and Class Members. Defendant either failed to provide paid sick leave at all or improperly
24 calculated the sick leave accrual and the sick leave rate of pay owed to Plaintiff and Class
25 Members by failing to base the accrued sick leave hours on the correct number of hours worked
26 (as a result of the rounding/automatic deduction policies and practices for meal periods and/or
27 shift start and end times/other required off-the-clock work including but not limited to work
28 completed during unpaid meal periods and by failing to incorporate multiple rates of pay and/or

all non-discretionary remuneration, including but not limited to, non-discretionary bonuses and/or other non-discretionary compensation into the sick leave pay rate calculation).

52. Based on information and belief, Defendant further failed to provide notice of the sick leave amount balance available to Plaintiff and Class Members on their wage statements or other written statements.

53. Based on information and belief, Defendant failed to provide notice of sick leave amount balance left for Plaintiff and Class Members, thus affecting their intelligent exercise of their paid sick leave. But for this failure, Plaintiff and Class Members would have used their paid sick leave at least prior to their respective separations, for as on several occasions thereafter, he or she would have been entitled to use the banked sick leave and earn appropriate compensation.

54. Based on information and belief, Defendant failed to put Class Members on notice of their paid sick leave rights-or thereby putting their entitlement to sick leave in a Labor Code Section 2810.5 notice. In addition, Defendant failed to maintain accurate records of used sick leave and the balance of paid sick leave left to Class Members throughout the relevant time period.

55. In violation of Labor Code Section 247.5, Defendant failed to maintain records documenting the correct hours worked and paid sick days accrued and used by Plaintiff and Class Members, permitting the presumption that Plaintiff and Class Members were entitled to the maximum number of hours accruable under this article.

56. Defendant unlawfully retained and continues to retain paid sick leave that should have been paid but was not, as a result of Defendant's failure to properly institute a paid sick leave program. Accordingly, Plaintiff and Class Members are entitled to injunctive relief, attorney's fees, declaratory relief, restitution, and penalties as permitted by law. Plaintiff requests all relief pursuant to the aforementioned code provisions, including but not limited to Labor Code Sections 233 and 234, which incorporates the paid sick leave requirements.

57. Labor Code Sections 1198 and 1199 make unlawful any employment of any employee under conditions of labor prohibited by the Wage Orders, and any violation, refusal, or neglect to comply with any provision within Part 4, Chapter 1 of the Labor Code, including Sections 1174, 1197, and 1198, or order or ruling of the commission. Therefore, Defendant's

violations, including but not limited to, with respect to meal periods, rest periods, recordkeeping provisions, minimum wages and overtime wages, business expenses and other violations described herein result in separate violations of Sections 1198 and 1199, which subject Defendant to civil penalties under Labor Code Section 1197.1.

CLASS ALLEGATIONS

58. Plaintiff brings this action on behalf of herself and all other similarly situated persons as a class action pursuant to Code of Civil Procedure Section 382. The Class is composed of and defined as follows:

- (a) All persons who are employed or have been employed by Defendant in the State of California, and who, within the four (4) years of the filing of this Complaint to the present, have worked as non-exempt employees and were not paid all wages owed, including but not limited to the legally requisite minimum, regular time rate, overtime rate and/or double-time rate, sick pay;
- (b) All persons who are employed or have been employed by Defendant in the State of California, and who, within the four (4) years of the filing of this Complaint to the present, have worked as non-exempt employees and have not been provided a meal period for shifts in excess of five (5) hours within the first five (5) hours such shifts, and were not provided one (1) hour's pay for each day during which a lawful meal period was not provided;
- (c) All persons who are employed or have been employed by Defendant in the State of California, and who, within the four (4) years of the filing of this Complaint to the present, have worked as non-exempt employees and have not been provided a rest period for every four (4) hours, or major fraction thereof, worked per day, and were not provided compensation of one (1) hour's pay for each day on which such rest period(s) was not provided;
- (d) All persons who are employed or have been employed by Defendant in the State of California, and who, within the four (4) years of the filing of this

Complaint to the present, have worked as non-exempt employees and have not been reimbursed expenditures in discharge of their duties;

(e) All persons who are employed or have been employed by Defendant in the State of California, and who, within the three (3) years of the filing of this Complaint to the present, have worked as non-exempt employees and have been terminated or resigned, and have not been paid wages pursuant to Labor Code Section 203 and are owed restitution and waiting time penalties for unpaid wages;

(f) All persons who are employed or have been employed by Defendant in the State of California, and who, within the one (1) year of the filing of this Complaint to the present have worked as non-exempt employees and were not provided an accurate payroll record or wage statement as required under Labor Code Sections 226 and 1174;

(g) All persons who are employed or have been employed by Defendant in the State of California, and who, within the four (4) years of the filing of this Complaint to the present, have worked as non-exempt employees and were subjected to unlawful and unfair business practices within the meaning of California's Unfair Competition Law and who suffered injury, including lost money, as a result of Defendant's unlawful and unfair business practices.

59. Throughout discovery in this litigation, Plaintiff may find it appropriate and/or necessary to amend the definition of the Class. Plaintiff will formally define and designate a class definition at such time when Plaintiff seeks to certify the Class alleged in this Complaint.

60. This action has been brought and may be maintained as a class action pursuant to Code of Civil Procedure Section 382 because there is a well-defined common interest of many persons and it is impractical to bring them all before the court.

61. The Court should permit this action to be maintained as a class action pursuant to Code of Civil Procedure Section 382 because:

- 1 (a) The questions of law and fact common to Class predominate over any
2 question affecting only individual class members;
- 3 (b) A class action is superior to any other available method for the fair and
4 efficient adjudication of the claims of the Class members;
- 5 (c) Class is so numerous that it is impractical to bring all members of the
6 Class before the Court;
- 7 (d) Plaintiff and Class Members will not be able to obtain effective and
8 economic legal redress unless the action is maintained as a class action;
- 9 (e) There is a community of interest in obtaining appropriate legal and
10 equitable relief for the common law and statutory violations and other
11 improprieties and in obtaining adequate compensation for the damages
12 and injuries which Defendant's actions have inflicted upon Class;
- 13 (f) There is a community of interest in ensuring that the combined assets and
14 available insurance of the Defendant are sufficient to adequately
15 compensate Class Members for the injuries sustained;
- 16 (g) Without class certification, the prosecution of separate actions by
17 individual members of the Class would create a risk of:
- 18 (1) Inconsistent or varying adjudications with respect to individual
19 members of the Class which would establish an incompatible
20 standard of conduct for Defendant; and/or
- 21 (2) Adjudications with respect to the individual members which
22 would, as a practical matter, be dispositive of the interests of other
23 members not parties to the adjudications, or would substantially
24 impair or impede their ability to protect their interests, including
25 but not limited to the potential for exhausting the funds available
26 from those parties who are, or may be, responsible Defendant; and
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1 (h) Defendant has acted or refused to act on grounds generally applicable to
2 Class, thereby making final injunctive relief appropriate with respect to
3 Class as a whole.

4 62. There is a well-defined community of interest in the litigation and Class is
5 readily ascertainable:

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

- 2 1. The interests of the members of the Class in individually
- 3 controlling the prosecution or defense of separate actions;
- 4 2. The extent and nature of any litigation concerning the
- 5 controversy already commenced by or against members of the
- 6 Class;
- 7 3. The desirability or undesirability of concentrating the
- 8 litigation of the claims in the particular forum; and
- 9 4. The difficulties likely to be encountered in the management of
- 10 a class action.

11 (e) Public Policy Considerations: The public policy of the State of California is
12 to resolve the California Labor Code claims of many employees through a
13 class action. Indeed, current employees are often afraid to assert their rights
14 out of fear of direct or indirect retaliation. Former employees are also
15 fearful of bringing actions because they believe their former employers
16 might damage their future endeavors through negative references and/or
17 other means. Class actions provide the class members who are not named in
18 the complaint with a type of anonymity that allows for the vindication of
19 their rights at the same time as their privacy is protected.
20

21 63. Plaintiff contemplates the eventual issuance of notice to the proposed members of
22 the Class that would set forth the subject and nature of the instant action. Defendant's own
23 business records may be utilized for assistance in the preparation and issuance of the
24 contemplated notices. To the extent that any further notices may be required, Plaintiff would
25 contemplate the use of additional techniques and forms commonly used in class actions, such as
26 published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by
27 other methods suitable to Class and deemed necessary and/or appropriate by the Court.

28 ///

1 **FIRST CAUSE OF ACTION**

2 **Failure to Pay All Wages, Sick Pay for All Hours Worked**

3 **(Against Defendant, DOES 1 through 50, and each of them)**

4 64. Plaintiff and Class Members re-allege and incorporate by reference all preceding
5 paragraphs of this complaint as though fully set forth herein.

6 65. Labor Code Section 510, subdivision (a) states in pertinent part: "Any work in
7 excess of eight hours in one workday and any work in excess of 40 hours in any one workweek...
8 shall be compensated at the rate of no less than one and one-half times the regular rate of pay for
9 any employee."

10 66. Labor Code Section 1194, subdivision (a) states: "Notwithstanding any agreement
11 to work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
12 overtime compensation applicable to the employee is entitled to recover in a civil action the
13 unpaid balance of the full amount of this minimum wage or overtime compensation, including
14 interest thereon, reasonable attorney's fees, and costs of suit."

15 67. Further, pursuant to Labor Code Section 1197, payment of less than the minimum
16 wage fixed by the Labor Commission is unlawful.

17 68. Pursuant to Labor Code Section 1198, it is unlawful to employ persons for longer
18 than the hours set by the Industrial Welfare Commission or under conditions prohibited by the
19 IWC Wage Order(s).

20 69. Pursuant to the IWC Wage Order(s), Defendant is required to pay Plaintiff and
21 Class Members for all hours worked, meaning the time during which an employee is subject to
22 the control of an employer, including all the time the employee is suffered or permitted to work,
23 whether or not required to do so.

24 70. Labor Code Section 204 requires employers to pay employees all earned wages
25 two times per month on days designated in advance by the employer as regular paydays.
26 Pursuant to Labor Code Section 204 (a) labor performed between the 1st and 15th days,
27 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the
28 month during which the labor was performed, and labor performed between the 16th and the last

day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month. Pursuant to Labor Code Section 204 (d) the requirements of this Section shall be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven calendar days following the close of the payroll period. Plaintiff and Class were also entitled to be paid twice a month at their regular rates, including all meal period premium wages owed, rest period premium wages owed, and wages owed for hours worked. However, during Class period, Defendant systematically failed and refused to pay the employees all wages due, and failed to pay those wages twice a month, in that employees were not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods not authorized and permitted by Defendant, and all wages for all hours worked.

71. Plaintiff and Class Members were required to work overtime in excess of eight (8) hours per workday and in excess of forty (40) hours per workweek but were not paid at the proper overtime rate of pay.

72. Defendant's pattern, practice and uniform administration of corporate policy regarding illegal employee compensation as described herein is unlawful and creates an entitlement, pursuant to Labor Code Section 218, to recovery by Plaintiff and the members of the Class, in a civil action, of the unpaid balance of the full amount of wages owing, calculated at the appropriate rate.

73. Pursuant to Labor Code Section 1194.2(a) (which provides that in any action under Labor Code § 1194, an employee shall be entitled to recover liquidated damages), the members of Class seek recovery of liquidated damages on the straight-time portion of uncompensated hours of work (not including the overtime portion thereof) in an amount equal to the wages unlawfully unpaid and interest thereon.

74. Labor Code Section 246 (a) an employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick days.

75. Labor Code Section 246 (i) requires employers to provide an employee with written notice that sets forth the amount of paid sick leave available.

1 76. During the Class Period, Defendant failed to provide paid sick leave to Plaintiff
2 and Class Members. Defendant either failed to provide paid sick leave at all or improperly
3 calculated the sick leave accrual and the sick leave rate of pay owed to Plaintiff and Class
4 Members by failing to base the accrued sick leave hours on the correct number of hours worked
5 (as a result of the rounding/automatic deduction policies and practices for meal periods and/or
6 shift start and end times/other required off-the-clock work including but not limited to work
7 completed during unpaid meal periods and by failing to incorporate multiple rates of pay and/or
8 all non-discretionary remuneration, including but not limited to, non-discretionary bonuses and/or
9 other non-discretionary compensation into the sick leave pay rate calculation).

10 77. Based on information and belief, Defendant further failed to provide notice of the
11 sick leave amount balance available to Plaintiff and Class Members on their wage statements or
12 other written statements.

13 78. Based on information and belief, Defendant failed to provide notice of sick leave
14 amount balance left for Plaintiff and Class Members, thus affecting their intelligent exercise of
15 their paid sick leave. But for this failure, Plaintiff and Class Members would have used their paid
16 sick leave at least prior to their respective separations, for as on several occasions thereafter, he
17 or she would have been entitled to use the banked sick leave and earn appropriate compensation.

18 79. Based on information and belief, Defendant failed to put Class Members on notice
19 of their paid sick leave rights-or thereby putting their entitlement to sick leave in a Labor Code
20 Section 2810.5 notice. In addition, Defendant failed to maintain accurate records of used sick
21 leave and the balance of paid sick leave left to Class Members throughout the relevant time period.

22 80. In violation of Labor Code Section 247.5, Defendant failed to maintain records
23 documenting the correct hours worked and paid sick days accrued and used by Plaintiff and Class
24 Members, permitting the presumption that Plaintiff and Class Members were entitled to the
25 maximum number of hours accruable under this article.

26 81. Defendant unlawfully retained and continues to retain paid sick leave that should
27 have been paid but was not, as a result of Defendant's failure to properly institute a paid sick
28 leave program. Accordingly, Plaintiff and Class Members are entitled to injunctive relief,

1 attorney's fees, declaratory relief, restitution, and penalties as permitted by law. Plaintiff requests
2 all relief pursuant to the aforementioned code provisions, including but not limited to Labor Code
3 Sections 233 and 234, which incorporates the paid sick leave requirements.

4 82. That calculation of individual damages for Class Members may at some point be
5 required does not foreclose the possibility of taking common evidence on questions regarding
6 their entitlement to overtime compensation. *Collins v. Rocha* (1972) 7 Cal.3d 232; *Hypolite v.*
7 *Carleson* (1975) 52 Cal.App.3d 566; *Employment Development Dept. v. Superior Court* (1981)
8 30 Cal.3d 256).

9 83. As a result, Defendant is liable to Plaintiff and Class Members for the civil
10 penalties provided for in Labor Code Sections 210, 558, 1197.1 for failing to pay for all hours
11 worked, including overtime. This conduct also results in violations of Labor Code sections
12 218.5, 510, 558.1, 1198-1199, and all applicable IWC Wage Orders, section 12(A). These
13 violations subject Defendant to civil penalties under Labor Code Sections 558, 558.1, 218.5 and
14 all applicable IWC Wage Orders, section 20. Each violation of each Labor Code section and
15 Wage Order provision results in a separate civil penalty, for each Class Member, for each pay
16 period during which the referenced statutes and Wage Order provisions were violated.

17 84. Pursuant to Labor Code Sections 218.6 and 1194(a) and Civil Code Section 3287,
18 Class Members seek recovery of pre-judgment interest on all amounts recovered herein.

19 85. Pursuant to Labor Code Sections 218.5 and/or 1194, Class Members request that
20 the Court award reasonable attorneys' fees and costs incurred by them in this action.

21 **SECOND CAUSE OF ACTION**

22 **Failure to Provide Meal Periods or Compensation in Lieu Thereof**

23 **(Against Defendant, DOES 1 through 50, and each of them)**

24 86. Plaintiff and Class Members re-allege and incorporate by reference all preceding
25 paragraphs of this complaint as though fully set forth herein.

26 87. Labor Code Sections 226.7 and 512 provide that no employer shall employ any
27 person for a work period of more than five (5) hours without providing a meal period of not less
28 than thirty (30) minutes within the fifth (5th) hour of work, or employ any person for a work

1 period of more than ten (10) hours without a second (2nd) meal period of not less than thirty (30)
2 minutes.

3 88. Labor Code Section 226.7 provides that if an employer fails to provide an
4 employee a meal period in accordance with this Section, the employer shall pay the employee one
5 (1) hour of pay at the employee's regular rate of compensation for each workday that the meal
6 period is not provided in accordance with this Section.

7 89. Defendant failed to provide Plaintiff and Class Members complaint meal periods.
8 In so doing, Defendant has intentionally and improperly denied meal periods to Plaintiff and Class
9 Members in violation of Labor Code Sections 226.7 and 512, and other regulations and statutes.

10 90. At all times relevant hereto, Plaintiff and Class have worked more than five (5)
11 hours in a workday.

12 91. By virtue of Defendant's failure to provide a timely and/or work free meal period
13 to Plaintiff and Class Members, Plaintiff and Class Members have suffered, and will continue to
14 suffer, damages in an amount which is presently unknown, but which exceed the jurisdictional
15 limits of this Court and which will be ascertained according to proof at trial.

16 92. Plaintiff, individually and on behalf of Class Members, requests recovery of meal
17 period compensation pursuant to Labor Code Section 226.7 for the four (4) years prior to filing
18 this complaint, as well as the assessment of any statutory penalties against Defendant in a sum as
19 provided by the Labor Code and/or other statutes.

20 93. Plaintiff and Class Members are thus entitled to be paid one hour of additional
21 wages for each workday he or she was not provided with all required meal period(s).
22 Defendant, however, regularly failed to pay Plaintiff and Class Members the additional wages
23 to which they were entitled for meal periods and that were not provided. As a result, Defendant
24 is liable to Plaintiff and Class Members for the civil penalties provided for in Labor Code
25 sections 210, 558 for failing to provide meal periods and pay meal period premium wages. The
26 aforementioned conduct also results in violations of Labor Code sections 226.7, 512, and 1198-
27 1199, and all applicable IWC Wage Orders, section 11(A) and (C) along with all applicable
28 IWC Wage Orders. These violations subject Defendant to civil penalties under Labor Code

sections 558.1, 558 and all applicable IWC Wage Orders, section 20. Each violation of each Labor Code section and Wage Order provision results in a separate civil penalty, for each Class Member for each pay period during which the referenced statutes and Wage Order provisions were violated. Defendant's failure to provide valid meal periods, and the automatic deduction for meal periods that were not provided/valid, ultimately results in further violations, such as violations of Labor Code sections 1174, 1199, 226.6, discussed above, and other violations discussed below.

THIRD CAUSE OF ACTION

Failure to Provide Rest Periods or Compensation in Lieu Thereof

(Against Defendant, DOES 1 through 50, and each of them)

94. Plaintiff and Class Members re-allege and incorporate by reference all preceding paragraphs of this complaint as though fully set forth herein.

95. The IWC Wage Orders and Labor Code Section 226.7 provides that employers must authorize and permit all employees to take rest periods at the rate of ten (10) minutes rest time per four (4) work hours or major fraction thereof.

96. Labor Code Section 226.7, subdivision (b) provides that if an employer fails to provide an employee rest period in accordance with this Section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided.

97. Defendant failed and/or refused to implement a policy by which Plaintiff and Class Members could receive rest periods and/or work free rest periods. By and through its actions, Defendant intentionally and improperly denied rest periods to Plaintiff and Class Members in violation of Labor Code Sections 226.7 and 512.

98. At all times relevant hereto, Plaintiff and Class have worked more than four (4) hours in a workday.

99. By virtue of the Defendant's unlawful failure to provide rest periods to Plaintiff and Class Members, Plaintiff and Class Members have suffered, and will continue to suffer,

1 damages, in amounts which are presently unknown, but which exceed the jurisdictional limits of
2 this Court and which will be ascertained according to proof at trial.

3 100. Plaintiff, individually and on behalf of employees similarly situated, requests
4 recovery of rest period compensation pursuant to Labor Code Section 226.7 for the four (4) years
5 prior to filing this Complaint, as well as the assessment of any statutory penalties against
6 Defendant, and each of them, in a sum as provided by the Labor Code and/or any other statute.

7 101. Plaintiff and Class Members are thus entitled to be paid one hour of additional
8 wages for each workday he or she was not authorized and permitted to take all required rest
9 period(s). Defendant, however, regularly failed to pay Plaintiff and Class Members the
10 additional wages to which they were entitled for rest periods and that they were not authorized
11 and permitted to take. As a result, Defendant is liable to Plaintiff and Class Members for the
12 civil penalties provided for in Labor Code Sections 210, 558 for failing to authorize and permit
13 rest periods and pay rest period premium wages. The aforementioned conduct also results in
14 violations of Labor Code sections 226.7, and 1198-1199, and all applicable IWC Wage Orders,
15 Section 12(A). These violations subject Defendant to civil penalties under Labor Code sections
16 558, 2699, and all applicable IWC Wage Orders, Section 20. Each violation of each Labor Code
17 section and Wage Order provision results in a separate civil penalty, for each Class Member for
18 each pay period during which the referenced statutes and Wage Order provisions were violated

19 **FOURTH CAUSE OF ACTION**

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

21 **(Against Defendant, DOES 1 through 50, and each of them)**

22 102. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs
23 of this complaint as though fully set forth herein.

24 103. Labor Code Section 1174, subdivision (d) requires an employer to keep at a central
25 location in California, or at the plant or establishment at which the employee is employed, payroll
26 records showing the hours worked daily by, and the wages paid to, each employee.

27 104. Labor Code Section 226, subdivision (a) requires an employer to provide
28 employees—either as a detachable part of the check, draft, or voucher paying the employee's

1 wages, or separately when wages are paid by personal check or cash—an accurate itemized wage
2 statement in writing showing

3 (1) gross wages earned, (2) total hours worked by the employee . . . , (4) all
4 deductions . . . , (5) net wages, (6) the inclusive dates of the period for which
5 the employee is paid, (7) the name of the employee and only the last four
6 digits of his or her social security number or an employee identification
7 number other than a social security number, (8) the name and address of the
8 legal entity that is the employer . . . , and (9) all applicable hourly rates in
9 effect during the pay period and corresponding number of hours worked at
10 each hourly rate by the employee

11 105. Moreover, the IWC Wage Orders require that every employer shall keep accurate
12 information with respect to each employee, including time records showing when each employee
13 begins and ends each work period, when each employee takes a meal period, the total daily hours
14 worked by each employee and the total hours worked in each payroll period, and applicable rates
15 of pay.

16 106. Plaintiff is informed and believes that Defendant willfully and intentionally failed
17 to make and/or keep records which accurately reflect the total hours worked by Plaintiff and
18 Class. Specifically, Plaintiff believes that Defendant's records do not accurately reflect when
19 Plaintiff and Class worked during their meal and rest periods and/or took untimely meal periods
20 or worked for hours not paid.

21 107. Labor Code Section 226, subdivision (e) provides that if an employer knowingly
22 and intentionally fails to provide a statement itemizing, inter alia, the gross and net wages earned,
23 the total hours worked by the employee, causing the employee injury, then the employee is
24 entitled to recover the greater of all actual damages or fifty dollars (\$50.00) for the initial
25 violation and one hundred dollars (\$100.00) for each subsequent violation, up to four thousand
26 dollars (\$4,000.00). Plaintiff is informed and believes that Defendant willfully failed to make or
27 keep accurate records for Plaintiff and Class.

1 108. Defendant knew or should have known that Plaintiff and Class members were
2 entitled to receive accurate wage statements, which would include meal break premiums, and/or
3 rest break premiums, as required by Labor Code Section 226. As a result of Defendant violating
4 Labor Code Section 226, Plaintiff and Class Members suffered injury and damage to their
5 statutorily protected rights. Accordingly, Plaintiff and Class Members are entitled to recover
6 from Defendant the greater of their actual damages caused by Defendant's failure to comply with
7 Labor Code Section 226(a), or an aggregate penalty not exceeding \$4,000 dollars per employee.
8 Moreover, Defendant is liable to Plaintiff and Class Members for the civil penalties provided for
9 in Labor Code section 226.3 for failing to furnish accurate itemized wage statements.

10 109. Plaintiff seeks penalties under Labor Code Section 1174(d). Pursuant to Labor
11 Code Section 1174.5, any person, including any entity, employing labor who willfully fails to
12 maintain accurate and complete records required by Labor Code Section 1174 is subject to a
13 penalty under Section 1174.5. Pursuant to the applicable IWC Order section 7(A)(3), every
14 employer shall keep time records showing when the employee begins and ends each work period.
15 Meal periods and total hours worked daily shall also be recorded. Defendant, however, failed to
16 maintain accurate records of hours worked and all meal periods taken or missed by Plaintiff and
17 Class Members.

18 110. Defendant's failure to provide and maintain records required by the Labor Code
19 IWC Wage Orders deprived Plaintiff and Class Members the ability to know, understand and
20 question the accuracy and frequency of meal periods, and the accuracy of their hours worked
21 stated in Defendant's records. Therefore, Plaintiff and Class Members had no way to dispute the
22 resulting failure to pay wages, all of which resulted in an unjustified economic enrichment to
23 Defendant. As a direct result, Plaintiff and Class Members have suffered and continue to suffer,
24 substantial losses related to the use and enjoyment of such wages, lost interest on such wages and
25 expenses and attorney's fees in seeking to compel Defendant to fully perform its obligation under
26 state law, all to their respective damage in amounts according to proof at trial. As a result of
27 Defendant's knowing failure to comply with the Labor Code and applicable IWC Wage Orders,
28 Plaintiff and Class Members have also suffered an injury in that they were prevented from

1 knowing, understanding, and disputing the wage payments paid to them. As a result, Defendant
2 is liable to Plaintiff and Class Members for the civil penalties provided for in Labor Code Section
3 1174.5 for failing to maintain accurate records of hours worked and meal periods. Defendant's
4 failure to keep accurate and complete payroll records for Plaintiff and Class Members violates
5 Labor Code sections 1174, 1198, 1199, and all applicable IWC Wage Orders, section 7. These
6 violations subject Defendant to civil penalties under Labor Code Sections 558.1, 226.6, 1174.5.
7 Each violation of each Labor Code section and Wage Order provision, for each Class Member,
8 results in a separate civil penalty.

9 111. Plaintiff is informed and believes that Defendant's failure to keep and maintain
10 accurate records and information, as described above, was willful, and Plaintiff and Class are
11 entitled to statutory penalties pursuant to Labor Code Section 1174.5.

12 **FIFTH CAUSE OF ACTION**

13 **Failure to Pay Wages upon Termination of Employment**

14 **(Against Defendant, DOES 1 through 50, and each of them)**

15 112. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs
16 of this complaint as though fully set forth herein.

17 113. Plaintiff and certain Class Members who ended their employment with Defendant
18 during the Class Period, were entitled to be promptly paid for all hours worked, including lawful
19 regular time compensation, overtime compensation, double-time compensation, and other
20 premiums, as required by Labor Code Sections 201 through 203. They are also entitled to meal
21 period and rest period premium pay in accordance with Labor Code Sections 226 and 226.7.

22 114. Plaintiff and Class Members were not compensated for their unlawful and/or
23 missed meal periods and/or rest periods, and were not paid proper regular time compensation,
24 overtime compensation or double-time compensation in accordance with law as a result of
25 Defendant's Labor Code violations.

26 115. To date, Class Members who ended their employment with Defendant during the
27 Class Period have not been compensated for all hours worked.
28

1 116. Plaintiff and Class Members seek the payment of penalties pursuant to Labor Code
2 Section 203, according to proof.

3 117. Plaintiff is also entitled to attorneys' fees and costs, pursuant to Labor Code
4 Section 1194, and prejudgment interest.

5 **SIXTH CAUSE OF ACTION**

6 **Failure to Reimburse for Necessary Business Expenditures**

7 **(Against Defendant, DOES 1 through 50, and each of them)**

8 118. Plaintiff and Class re-allege and incorporate by reference all the above paragraphs
9 of this complaint as if fully alleged herein.

10 119. California Labor Code §2802, states "An employer shall indemnify his or her
11 employee for all necessary expenditures or losses incurred by the employee in direct consequence
12 of the discharge of his or her duties."

13 120. Plaintiff and Class incurred expenses as a direct result of performing their job
14 duties for Defendant, and Defendant has failed to indemnify Plaintiff and Class for these
15 employment-related expenses.

16 121. Defendant knowingly, willingly and intentionally attempted to offset the cost of
17 doing business on the Plaintiff and Class.

18 122. Defendant had a corporate practice and policy of requiring Plaintiff and Class to
19 shoulder the burden of Defendant's cost of doing business by failing to reimburse Plaintiff and
20 Class for necessary expenditures.

21 123. Accordingly, Plaintiff and Class are entitled to an award of "necessary
22 expenditures or losses" shall include all reasonable costs, including, but not limited to, attorney's
23 fees and interest.

24 **SEVENTH CAUSE OF ACTION**

25 **Unfair Business Practices**

26 **(Against Defendant, DOES 1 through 50, and each of them)**

27 124. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs
28 of this complaint as though fully set forth herein.

1 125. Business and Professions Code Section 17200 et seq. (also referred to herein as
2 the “Unfair Business Practices Act” or “Unfair Competition Law”) prohibits unfair competition
3 in the form of any unlawful, unfair or fraudulent business act or practice.

4 126. Business and Professions Code Section 17204 allows “a person who has suffered
5 injury in fact and has lost money or property as a result of the unfair competition” to prosecute a
6 civil action for violation of the Unfair Competition Law (“UCL”).

7 127. Labor Code Section 90.5, subdivision (a) states that it is the public policy of
8 California to vigorously enforce minimum labor standards in order to ensure employees are not
9 required to work under substandard and unlawful conditions, and to protect employers who
10 comply with the law from those who attempt to gain competitive advantage at the expense of their
11 workers by failing to comply with minimum labor standards.

12 128. Beginning at an exact date unknown to Plaintiff, but at least since the date four (4)
13 years prior to the filing of this lawsuit, Defendant has committed acts of unfair competition as
14 defined by the Unfair Business Practices Act, by engaging in the unlawful, unfair and fraudulent
15 business practices and acts described in this Complaint including but not limited to violations of
16 Labor Code Sections 201-203, 204, 226, 226.7, 245-248.5, 510, 512, 558, 558.1, 1174, 1194,
17 1197, 1197.1, 1198, 1199, 2802 as well as other statutes.

18 129. The violations of these laws and regulations, as well as of the fundamental
19 California public policies protecting workers, serve as unlawful predicate acts and practices for
20 purposes of Business and Professions Code Section 17200 et seq.

21 130. The acts and practices described above constitute unfair, unlawful and fraudulent
22 business practices, and unfair competition, within the meaning of Business and Professions Code
23 Section 17200 et seq. Among other things, the acts and practices have forced Plaintiff and other
24 similarly situated employees to labor for many consecutive hours without receiving the meal and
25 rest periods and overtime compensation to which they are entitled by law, while enabling
26 Defendant to gain an unfair competitive advantage over law-abiding employers and competitors.

1 131. As a result of Defendant's acts, Plaintiff and Class Members have suffered injury
2 in fact in being denied their statutorily entitled meal and rest periods and full compensation for
3 hours worked.

4 132. As a direct and proximate result of the aforementioned acts and practices, Plaintiff
5 and Class have suffered lost wages in an amount to be proven at trial.

6 133. Business and Professions Code Section 17203 provides that a court may make
7 such orders or judgments as may be necessary to prevent the use or employment by any person
8 of any practice which constitutes unfair competition. Injunctive relief is necessary and
9 appropriate to prevent Defendant from repeating its unlawful, unfair and fraudulent business acts
10 and business practices alleged above.

11 134. Business and Professions Code Section 17203 provides that the Court may restore
12 to any person in interest any money or property that may have been acquired by means of such
13 unfair competition. Plaintiff and Class are entitled to restitution pursuant to Business and
14 Professions Code Section 17203 for all wages and payments unlawfully withheld from
15 employees, including the fair value of the meal and rest periods taken away from them during the
16 four-year period prior to the filing of this Complaint, as well as for all expenses or losses incurred
17 by Plaintiff and Class in direct consequence of the discharge of his or her duties, or of his or her
18 obedience to the directions of the employer.

19 135. Business and Professions Code Section 17202 provides, "Notwithstanding Section
20 3369 of the Civil Code, specific or preventative relief may be granted to enforce a penalty,
21 forfeiture, or penal law in a case of unfair competition." Plaintiff and Class are entitled to enforce
22 all applicable penalty provisions of the Labor Code pursuant to Business and Professions Code
23 Section 17202.

24 136. Plaintiff's success in this action will enforce important rights affecting public
25 interest, and in that regard, Plaintiff sues on behalf of the general public, as well as herself and
26 other similarly situated employees. Plaintiff and Class seek and are entitled to restitution, civil
27 penalties, declaratory and injunctive relief, and all other equitable remedies owing them.
28

1 137. Plaintiff herein takes upon herself enforcement of these laws and lawful claims.
2 There is a financial burden involved in pursuing this action. The action is seeking to vindicate a
3 public right, and it would be against the interests of justice to penalize Plaintiff by forcing her to
4 pay attorneys' fees from the recovery in this action. Attorneys' fees are appropriate pursuant to
5 Code of Civil Procedure Section 1021.5 and otherwise.

6 **EIGHTH CAUSE OF ACTION**

7 **Violation of California Private Attorneys General Act of 2004, Labor Code §§ 2698 *et seq.***
8 **(Against Defendants, DOES 1 through 50, and each of them)**

9 138. Plaintiff re-alleges and incorporates by reference all preceding paragraphs in this
10 complaint, as if fully alleged herein.

11 139. Plaintiff seeks recovery of penalties under the Labor Code Private Attorney
12 General Act of 2004 ("PAGA.") (Labor Code sections 2698 *et seq.*)

13 140. PAGA permits an "aggrieved employee" to recover penalties on behalf of
14 himself/herself and other employees subject to violations of the Labor Code, including violations
15 of sections 201-203, 204, 226, 226.7, 245-248.5, 510, 512, 558, 558.1, 1174, 1194, 1197, 1197.1,
16 1198, 1199, 2802, 2810.5 as well as the applicable Wage Order.

17 141. Plaintiff is informed and believes Defendants at all relevant times employed one
18 or more employees.

19 142. For those code sections that provide for the recovery of civil penalties, Plaintiff
20 will seek on behalf of all aggrieved employees those penalties. For those sections of the Labor
21 Code that do not specifically provide for civil penalties, Plaintiff will seek civil penalties of one
22 hundred dollars (\$100.00) for each aggrieved employee per pay period for the initial violation
23 and two hundred dollars (\$200.00) for each aggrieved employee per pay period for each
24 subsequent violation pursuant to Labor Code section 2699, subdivision (f).

25 143. Section 2699, subdivision (a) provides that civil penalties may be "recovered
26 through a civil action brought by an aggrieved employee on behalf of himself or herself and other
27 current or former employees." (Code Civ. Proc., § 2699, subd. (a).) Section 2699, subdivision (g),
28 provides that an employee who prevails in a civil action under section 2699 shall be entitled to an

1 award of reasonable attorneys' fees and costs.

2 144. The State of California, Plaintiff and aggrieved employees are, therefore, entitled
3 to civil penalties, attorneys' fees and costs, according to proof.

4 **PRAYER FOR RELIEF**

5 Plaintiff, individually, and on behalf of all others similarly situated only with respect to
6 the class claims, prays for relief and judgment against Defendant as follows:

7 **Class Certification**

8 1. That this action be certified as a class action with respect to the First, Second,
9 Third, Fourth, Fifth, Sixth and Seventh Causes of Action;

10 2. That Plaintiff be appointed as the representative of the Class; and

11 3. That counsel for Plaintiff be appointed as Class Counsel.

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

13 4. That the Court declare, adjudge and decree that Defendant violated California
14 Labor Code Sections 204, 245-248.5, 510, 512, 1194, 1197, 1197.1, 1198, 1199 and
15 applicable IWC Wage Orders by willfully failing to pay all wages due and sick pay;

16 5. For general unpaid wages as may be appropriate;

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

19 7. For liquidated damages;

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

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

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

25 10. That the Court declare, adjudge and decree that Defendant violated California
26 Labor Code Sections 226.7 and 512, and the IWC Wage Orders;

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

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

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

5 14. For such other and further relief as the Court may deem equitable and
6 appropriate.

7 As to the Third Cause of Action

8 15. That the Court declare, adjudge and decree that Defendant violated California
9 Labor Code Sections 226.7 and 512, and the IWC Wage Orders;

10 16. For unpaid rest period premium wages as may be appropriate;

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

13 18. For reasonable attorneys' fees under California Code of Civil Procedure §
14 1021.5, and for costs of suit incurred herein; and

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

17 As to the Fourth Cause of Action

18 20. That the Court declare, adjudge and decree that Defendant violated the record
19 keeping provisions of California Labor Code Section 226(a) and applicable IWC Wage
20 Orders, and willfully failed to provide accurate itemized wage statements thereto;

21 21. For penalties and actual damages pursuant to California Labor Code § 226(e);

22 22. For injunctive relief to ensure compliance with this Section, pursuant to
23 California Labor Code Section 226(h);

24 23. For reasonable attorneys' fees and for costs of suit incurred herein; and

25 24. For such other and further relief as the Court may deem equitable and
26 appropriate.
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29. For such other and further relief as the Court may deem equitable and appropriate.

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

35. That the Court declare, adjudge and decree that Defendant violated California Business & Professions Code Section 17200, *et seq.* by failing to pay wages for all hours worked, failing to provide meal periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest periods, and failing to maintain accurate records

1 of all hours worked and meal periods, failing to furnish accurate wage statements, and
2 failing to indemnify necessary business expenses;

3 36. For restitution of unpaid wages to Plaintiff and all Class Members and
4 prejudgment interest from the day such amounts were due and payable;

5 37. For the appointment of a receiver to receive, manage and distribute any and all
6 funds disgorged from Defendant and determined to have been wrongfully acquired by
7 Defendant as a result of violations of California Business & Professions Code §§ 17200 *et*
8 *seq.*;

9 38. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
10 California Code of Civil Procedure Section 1021.5;

11 39. For injunctive relief to ensure compliance with this Section, pursuant to
12 California Business & Professions Code Sections 17200, *et seq.*; and,

13 40. For such other and further relief as the Court may deem equitable and
14 appropriate.
15

16 As to the Eighth Cause of Action

17 41. That the Court declare, adjudge and decree that Defendants violated the
18 California Labor Code by failing to pay wages for all hours worked and paid sick leave, failing
19 to provide meal periods, failing to maintain accurate records of meal periods, failing to
20 authorize and permit rest periods, failing to maintain accurate records of all hours worked and
21 meal periods, failing to indemnify necessary business expenses, failing to pay final wages at
22 termination, and failing to furnish accurate wage statements;

23 42. For all civil penalties pursuant to California Labor Code § 2699, *et seq.*, and all
24 other applicable Labor Code provisions;

25 43. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
26 California Labor Code § 2699;
27
28

1 44. For such other and further relief as the Court may deem equitable and
2 appropriate.

3 As to all Causes of Action

4 45. For any additional relief that the Court deems just and proper.

5
6 Dated: March 19, 2026

TUNYAN LAW, APC

7
8 A handwritten signature in blue ink, appearing to read 'L. Tunyan', is positioned above a horizontal line.

9
10 Lilit Tunyan
11 Artur Tunyan
12 Attorneys for Plaintiff EDWIN RAMOS,
13 as an individual and on behalf of all
14 employees similarly situated
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Dated: March 19, 2026

Thurs

Attorneys for Plaintiff EDWIN RAMOS
as an individual and on behalf of all
employees similarly situated

Exhibit “A”



535 N. Brand Blvd., Suite 285
Glendale, CA 91203
Tel: (323) 410-5050
ltunyan@tunyanlaw.com

January 12, 2026

VIA ONLINE SUBMISSION

Labor & Workforce Development Agency
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612
PAGAFilings@dir.ca.gov

VIA CERTIFIED MAIL
Return Receipt Requested

Jingpeng Hua
Agent for Service of Process for
Greaterfast Inc.
4034 S Carneros Avenue
Ontario, CA 91761

VIA CERTIFIED MAIL
Return Receipt Requested

Greaterfast Inc.
4885 E 52nd Pl
Vernon, CA 90058

**NOTICE OF LABOR CODE VIOLATIONS PURSUANT TO
LABOR CODE SECTION § 2698 ET SEQ.**

Re: *Ramos v. Greaterfast Inc.*

To Whom It May Concern:

Please be advised that my office has been retained by Edwin Ramos (“Plaintiff”) to pursue a Labor Code Private Attorney General Act (PAGA) representative action (Cal. Lab. Code §§ 2699, *et seq.*) against his former employer Greaterfast Inc. (“Defendant”). The purpose of this letter is to comply with PAGA and set forth the facts and theories of California Labor Code violations which Plaintiff alleges Defendant engaged in with respect to Plaintiff and all of Defendant’s aggrieved employees.

Plaintiff wishes to pursue a PAGA representative action on behalf of himself as an aggrieved employee, on behalf of the State of California, and on behalf of all other current and former aggrieved employees who worked for Defendant in California as an hourly paid, non-exempt

employee at any time within the applicable statutory period (hereafter, the “Aggrieved Employees”).

Plaintiff and the Aggrieved Employees of Defendant suffered the Labor Code violations described below.

Factual Background Regarding Plaintiff's Employment with Defendant

Defendant owns and operates an industry, business, and establishment within the State of California. As such, Defendant is subject to the California Labor Code and the Wage Orders issued by the Industrial Welfare Commission (“IWC”).

Plaintiff worked for Defendant as a laborer from approximately December 2025 to January 8, 2026, primarily in Los Angeles County. Defendant classified Plaintiff as non-exempt from overtime. During the time period that Plaintiff was employed by Defendant, Plaintiff typically worked 4 days per week, and over 8 hours each workday.

Throughout Plaintiff's employment, Defendant committed numerous labor code violations under state law. As discussed below, Plaintiff's experience working for Defendant was typical and illustrative.

Individual Liability Under Labor Code § 558.1

Labor Code § 558.1 permits joint and several liability as to both an individual and employer for violations of Labor Code §§ 203, 226, 226.7, 1194, and 2802. Defendant, at all relevant times, was an employer or person acting on behalf of employer(s) who violated Plaintiff's and the Aggrieved Employees' rights by violating various sections of the California Labor Code. The California Legislature defines "other person acting on behalf of an employer" as "a natural person who is an owner, director, officer, or managing agent of the employer." The "managing agent" definition mirrors that found in California's punitive damages statute (subdivision (b) of section 3294 of the Civil Code). Under that statute and supporting case law, "managing agents" are all employees who exercise substantial independent authority and judgment in their corporate decision-making such that their decisions ultimately determine corporate policy. *White v. Ultramar, Inc.* (1999) 21 Cal. 4th 563, 566-67. For the reasons set forth above and others, at all relevant times, any above-listed individuals meet the criteria of managing agents under California Law, and therefore, may be held liable under California Labor Code sections 558 and 558.1 for violations of Labor Code §§ 203, 226, 226.7, and 1194 as further described in detail below.

Plaintiff intends to further name any unknown individuals responsible for violations arising under Labor Code sections 558 and 558.1 after further discovery. Plaintiff will ask the Court to relate the amendment of the PAGA charge and the operative complaint to the date of filing of these charges. Plaintiff asks and demands that Defendant put these individuals on notice immediately to provide them as much notice possible to mount in defense. In the alternative, Plaintiff also offers

to Defendant to place those individuals on notice if Defendant voluntarily provides their contact information.

Failure to Pay for All Hours Worked, Including Overtime

Under California law, an employer must pay for all hours worked by an employee. "Hours worked" is the time during which an employee is subject to the control of an employer and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

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

Labor Code §1194, subdivision (a) provides that notwithstanding any agreement to work for a lesser wage, any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime compensation, including interest thereon, reasonable attorney's fees, and costs of suit. Further, pursuant to Labor Code §1197, payment of less than the minimum wage fixed by the Labor Commission is unlawful.

Labor Code § 1197 provides the California requirement that employees must be paid at least the minimum wage fixed by the IWC, and any payment of less than the minimum wage is unlawful. Furthermore, "in any action under Labor Code §§ 98, 1193 .6, 1194, or 1197.1 to recover wages because of the payment of a wage less than the minimum wage fixed by an order of the commission or by statute, an employee shall be entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon ... " See California Labor Code § 1194.2.

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

Throughout the statutory period, Defendant maintained a policy and practice of failing to pay Plaintiff and the Aggrieved Employees for all hours worked and for overtime worked with proper overtime rate.

Throughout the statutory time period, based on information and belief, Defendant required Plaintiff and the Aggrieved Employees to work in excess of eight (8) hours per day and forty (40) hours per week but failed to pay for the overtime hours with the overtime rate and paid with

regular hourly rate regardless of the number of hours worked by Plaintiff and the Aggrieved Employees during the shift or week.

Throughout the statutory time period, based on information and belief, Defendant also regularly used a system of time rounding in a manner that resulted, over a period of time, in failing to compensate Plaintiff and the Aggrieved Employees properly for all the time they have actually worked, even though the realities of Defendant's operations are such that it is possible, practical, and feasible to count and pay for work time to the minute. Based on information and belief, Defendant instructed Plaintiff and the Aggrieved Employees to record rounded time in the handwritten timesheets instead of recording actual time worked. For example, if Plaintiff started work at 3:40p.m. instead of 4p.m. or finish his shift at 3:20a.m. instead of scheduled 3:00a.m., he was instructed to record his work start time at 4p.m. and work end time at 3:00a.m. Accordingly, Defendant frequently paid Plaintiff and the Aggrieved Employees less than all their work time. Some of this unpaid work also should have been paid at the overtime rate.

Throughout the statutory time period, Plaintiff and the Aggrieved Employees were also regularly required to work off-the-clock, uncompensated, as they were required to arrive earlier than their shift start time to stay in line with other employees to record their time prior to the start of their shift. This time spent under the control of Defendant was uncompensated.

Throughout the statutory time period, Plaintiff and the Aggrieved Employees were also regularly required to work off-the-clock, uncompensated, to send and respond to work-related messages using their personal cell phones after their scheduled shifts.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, 1197.1, and 2699(f)(2) for failing to pay for all hours worked, including overtime. This conduct also results in violations of Labor Code §§ 218.5, 510, 558.1, 1198-1199, and all applicable IWC Wage Orders, section 12(A). These violations subject Defendant to civil penalties under Labor Code §§ 558, 558.1, 218.5, and 2699, and all applicable IWC Wage Orders, section 20. Each violation of each Labor Code Section and Wage Order provision results in a separate civil penalty, for each non-exempt aggrieved employee, for each pay period during which the referenced statutes and Wage Order provisions were violated.

Failure to Provide Meal Periods

Under California law, employers have an affirmative obligation to relieve employees of all duty in order to take their first 30-minute, duty-free meal periods no later than the end of the fifth hour of work in a workday, and to allow employees to take their second 30-minute, duty-free meal period no later than the start of the eleventh hour of work in the workday. Further, employees are entitled to be paid one hour of additional wages for each workday they were not provided with all required meal period(s).

Despite these legal requirements, Defendant wrongfully failed to provide Plaintiff and the Aggrieved Employees with legally compliant meal periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of five consecutive hours a day without providing a 30-minute, continuous and uninterrupted, duty-free meal period for every five hours of work, or without compensating Plaintiff and the Aggrieved Employees for meal periods that were not provided by the end of the fifth hour of work or tenth hour of work. Plaintiff and the Aggrieved Employees would regularly miss or take late first meal periods and have never been authorized to take second meal periods when worked 10 hours or more per shift.

Most importantly, based on information and belief, Defendant did not instruct and allow Plaintiff and the Aggrieved Employees to record their meal periods. Based on information and belief, even if the meal periods were automatically deducted, they did not reflect the actual meal period time.

Additionally, based on information and belief, Plaintiff and the Aggrieved Employees were now allowed to leave the work premises during their meal periods. Accordingly, Defendant's policy and practice was to not provide meal periods to Plaintiff and the Aggrieved Employees in compliance with California law.

Based on information and belief, despite Defendant's failure to provide lawful meal periods, Defendant implemented a policy and/or practice of rounding the start and end times of Plaintiff's and the Aggrieved Employees' meal periods and/or automatically deducting at least thirty minutes per shift for missed and/or otherwise unlawful meal periods, despite having actual and/or constructive knowledge that Plaintiff and the Aggrieved Employees did not receive lawful meal periods.

Moreover, based on information and belief, Defendant failed to keep accurate records of the true start and end times of Plaintiff's and the Aggrieved Employees' meal periods. Based on information and belief, to the extent meal period were recorded, Defendant illegally rounded the start and end times of purported meal periods resulting in Plaintiff and the Aggrieved Employees not being paid for all time worked as well as late and/or shortened meal periods. See *Donohue v. AMN Services, LLC* (2021) 11 Cal.5th 58.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not provided with all required meal period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for meal periods and that were not provided.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to provide meal periods and pay meal period premium wages. The aforementioned conduct also results in violations of Labor Code §§ 226.7, 512, and 1198- 1199, and all applicable IWC Wage Orders, section 11(A) and (C) along with all applicable IWC Wage Orders. These violations subject Defendant to civil

penalties under Labor Code §§ 558.1, 558 and 2699, and all applicable IWC Wage Orders, section 20. Each violation of each Labor Code section and Wage Order provision results in a separate civil penalty, for each non-exempt aggrieved employee for each pay period during which the referenced statutes and Wage Order provisions were violated. Defendant's failure to provide valid meal periods, and the automatic deduction for meal periods that were not provided/valid, ultimately results in further violations, such as violations of Labor Code sections 1174, 1199, 226.6, discussed above, and other violations discussed below.

Failure to Authorize and Permit Rest Periods

Employers are required by California law to authorize and permit breaks of 10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). Thus, for example, if an employee's work time is 6 hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws.

Defendant, however, wrongfully failed to authorize and permit Plaintiff and the Aggrieved Employees to take timely and duty-free rest periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of four consecutive hours a day without Defendant authorizing and permitting them to take a 10 minute, continuous and uninterrupted, rest period for every four hours of work (or major fraction of four hours), or without compensating Plaintiff and the Aggrieved Employees for rest periods that were not authorized or permitted.

On information and belief, Plaintiff and the Aggrieved Employees were never authorized or allowed to take their second or third rest periods and were not allowed to leave premises during their first rest periods. Accordingly, Defendant's policy and practice was for Plaintiff and the Aggrieved Employees to work through rest periods and to not authorize or permit them to take any rest periods.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not authorized and permitted to take all required rest period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for rest periods and that they were not authorized and permitted to take.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to authorize and permit rest periods and pay rest period premium wages. The aforementioned conduct also results in violations of Labor Code §§ 226.7, and 1198-1199, and all applicable IWC Wage Orders, §12(A). These violations subject Defendant to civil penalties under Labor Code sections 558, 2699, and all applicable IWC Wage Orders, § 20. Each violation of each Labor Code section and Wage Order provision results in a separate civil penalty, for each non-exempt aggrieved

employee for each pay period during which the referenced statutes and Wage Order provisions were violated

Failure to Maintain Accurate Records of Hours Worked

Plaintiff seeks penalties under Labor Code § 1174(d). Pursuant to Labor Code § 1174.5, any person, including any entity, employing labor who willfully fails to maintain accurate and complete records required by Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable IWC Order § 7(A)(3), every employer shall keep time records showing when the employee begins and ends each work period. Meal periods and total hours worked daily shall also be recorded.

Defendant, however, failed to maintain accurate records of hours worked and meal periods taken or missed by Plaintiff and the Aggrieved Employees. On information and belief, Plaintiff and the Aggrieved Employees have never been required or instructed to record their meal periods.

Defendant's failure to provide and maintain records required by the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to know, understand and question the accuracy and frequency of meal periods, and the accuracy of their hours worked stated in Defendant's records. Therefore, Plaintiff and the Aggrieved Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an unjustified economic enrichment to Defendant. As a direct result, Plaintiff and the Aggrieved Employees have suffered and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking to compel Defendant to fully perform its obligation under state law, all to their respective damage in amounts according to proof at trial. As a result of Defendant's knowing failure to comply with the Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented from knowing, understanding, and disputing the wage payments paid to them.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 1174.5 for failing to maintain accurate records of hours worked and meal periods. Defendant's failure to keep accurate and complete payroll records for Plaintiff and non-exempt aggrieved employees violates Labor Code sections 1174, 1198, 1199, and all applicable IWC Wage Orders, section 7. These violations subject Defendant to civil penalties under Labor Code §§ 558.1, 226.6, 1174.5 and 2699. Each violation of each Labor Code section and Wage Order provision, for each non-exempt aggrieved employee, results in a separate civil penalty.

Failure to Reimburse and Indemnify Expenses

California Labor Code § 2802 requires employers to reimburse employees for their necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of the employer.

Throughout the statutory period, Defendant wrongfully required Plaintiff and the Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for Defendant without reimbursement. On information and belief, Defendant failed to reimburse Plaintiff and the Aggrieved Employees for the reasonable portion of their personal cell phone bills as Plaintiff and the Aggrieved Employees were required to use their personal cell phones to send and respond to work-related messages and to take and send work-related photos to their managers using their personal cell phones.

Defendant also failed to reimburse Plaintiff and the Aggrieved Employees for purchase of knives necessary to perform their work.

Plaintiff and the Aggrieved Employees incurred these substantial expenses as a direct result of performing their job duties for Defendant, and Defendant have failed to indemnify Plaintiff and the Aggrieved Employees for these employment-related expenses.

Failure to Timely Pay All Wages at Termination

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

Within the applicable statute of limitations, the employment of Plaintiff and many other Aggrieved Employees ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendant failed, and continues to fail to pay Plaintiff and terminated Aggrieved Employees, without abatement, all wages required to be paid by Labor Code sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendant's employ. These unpaid wages include wages for unpaid work time (including minimum and straight time wages), missed meal periods, and missed rest periods.

Defendant's conduct violates Labor Code §§ 201 and 202. Labor Code § 203 provides that if an employer willfully fails to pay wages owed, in accordance with sections 201 and 202, then the wages of the employee shall continue as a penalty wage from the due date, and at the same rate

until paid or until an action is commenced; but the wages shall not continue for more than thirty (30) days.

Accordingly, Plaintiff and the Aggrieved Employees are entitled to recover from Defendant their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days maximum pursuant to Labor Code § 203.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to timely pay all wages at termination.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 226.3 for failing to furnish accurate itemized wage statements.

Failure to Furnish Accurate Itemized Wage Statements

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

The statute further provides: “An employee suffering injury as a result of a knowing and intentional failure by an employer to comply with subdivision (a) is entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per employee for each violation in a subsequent pay period, not to exceed an aggregate penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney’s fees.” Lab. Code § 226(e)(1).

On information and belief, Defendant intentionally and willfully failed to provide employees with wage statements at all. Defendant paid Plaintiff and the Aggrieved Employees with a check but failed to provide a wage statement listing their hourly pay, hours worked, net and gross wages, payroll deductions, pay period as required by California law. If, however, Defendant provided wage statements, Defendant intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly list gross wages earned, and the failure to list the true net wages earned, including wages for meal periods that were not provided in accordance with California law,

wages for rest periods that were not authorized and permitted to take in accordance with California law, and correct wages earned for all hours worked.

As a result of Defendant violating Labor Code § 226, Plaintiff and similarly Aggrieved Employees suffered injury and damage to their statutorily protected rights.

Accordingly, Plaintiff and the Aggrieved Employees are entitled to recover from Defendant the greater of their actual damages caused by Defendant's failure to comply with Labor Code § 226(a), or an aggregate penalty not exceeding \$4,000 dollars per employee.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 226.3 for failing to furnish accurate itemized wage statements.

Failure to Pay All Earned Wages Twice Per Month

Based on its failure to pay Plaintiff and the Aggrieved Employees for all wages as discussed above, Defendant also violated Labor Code § 204.

Labor Code § 204 requires employers to pay employees all earned wages two times per month on days designated in advance by the employer as the regular paydays. Labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month. Lab. Code § 204(a). The requirements of this section shall be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven calendar days following the close of the payroll period. Lab. Code § 204(d).

Throughout the statute of limitations period applicable to this cause of action, employees were also entitled to be paid twice a month at their regular rates, including all meal period premium wages owed, rest period premium wages owed, and wages owed for hours worked. However, during all such times, Defendant systematically failed and refused to pay the employees all wages due, and failed to pay those wages twice a month, in that employees were not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods not authorized and permitted by Defendant, and all wages for all hours worked. As a result, Defendant owe employees the legally required wages for unpaid wages, and Plaintiff and the Aggrieved Employees suffered damages in those amounts.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 210 for failing to pay all earned wages twice per month.

Failure to Provide Paid Sick Leave and Written Notice of Available Paid Sick Leave
(Violations of Labor Code §§ 245-248.5)

Labor Code § 246 (a) an employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick days.

Labor Code § 246 (i) requires employers to provide an employee with written notice that sets forth the amount of paid sick leave available.

Throughout the relevant time period, Defendant failed to provide paid sick leave to Plaintiff and the Aggrieved Employees. Defendant either failed to provide paid sick leave at all or improperly calculated the sick leave accrual and the sick leave rate of pay owed to Plaintiff and the Aggrieved Employees by failing to base the accrued sick leave hours on the correct number of hours worked (as a result of the rounding/automatic deduction policies and practices for meal periods and/or shift start and end times/other required off-the-clock work including but not limited to work completed during unpaid meal periods and by failing to incorporate multiple rates of pay and/or all non-discretionary remuneration, including but not limited to, non-discretionary bonuses and/or other non-discretionary compensation into the sick leave pay rate calculation).

Based on information and belief, Defendant further failed to provide notice of the sick leave amount balance available to Plaintiff and the Aggrieved Employees on their wage statements or other written statements.

Based on information and belief, Defendant failed to put the Aggrieved Employees on notice of their paid sick leave rights-or thereby putting their entitlement to sick leave in a Labor Code § 2810.5 notice. In addition, Defendant failed to maintain accurate records of used sick leave and the balance of paid sick leave left to the Aggrieved Employees throughout the relevant time period.

Based on information and belief, throughout the relevant period, Defendant failed to provide notice of sick leave amount balance left for Plaintiff and the Aggrieved Employees, thus affecting their intelligent exercise of their paid sick leave. But for this failure, Plaintiff and the Aggrieved Employees would have used their paid sick leave at least prior to their respective separations, for as on several occasions thereafter, he or she would have been entitled to use the banked sick leave and earn appropriate compensation.

This illegal retention of paid sick leave is unlawful, and Plaintiff seeks all forms of injunctive relief, restitution, and declaratory relief as permitted by California law, on behalf of Plaintiff and all non-exempt aggrieved employees.

In violation of Labor Code § 247.5, Defendant failed to maintain records documenting the hours worked and paid sick days accrued and used by Plaintiff and the Aggrieved Employees, permitting the presumption that Plaintiff and the Aggrieved Employees were entitled to the maximum number of hours accruable under this article.

Upon information and belief, Defendant further failed and continue to fail to comply with Labor Code § 246, by failing to provide Plaintiff and the Aggrieved employees with a Labor Code § 226 wage statement, or separate writing containing the amount of paid sick leave available, or paid time off leave an employer provides in lieu of sick leave, at the time it pays wages.

Defendant unlawfully retained and continues to retain paid sick leave that should have been paid but was not, as a result of Defendant's failure to properly institute a paid sick leave program.

On information and belief, Plaintiff alleges that all of these practices were experienced and continue to be experienced by the Aggrieved Employees.

Plaintiff requests all appropriate relief under the PAGA and these statutes, including but not limited to the restitution of earned paid sick leave that could have been used, but was not due to Defendant's sole failure to institute such a paid sick leave entitlement or paid sick leave bank as required by California law.

Accordingly, Plaintiff and the Aggrieved Employees are entitled to injunctive relief, attorney's fees, declaratory relief, restitution, and penalties as permitted by law. Plaintiff requests all relief pursuant to the aforementioned code provisions, including but not limited to Labor Code §§ 233 and 234, which incorporates the paid sick leave requirements, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to provide any information on accrued sick leave.

Standard Conditions of Labor Violations

Together, Labor Code §§ 1198 and 1199 make unlawful any employment of any employee under conditions of labor prohibited by the Wage Orders, and any violation, refusal, or neglect to comply with any provision within Part 4, Chapter 1 of the Labor Code, including §§ 1174, 1197, and 1198, or order or ruling of the commission.

Therefore, Defendant's violations, including but not limited to, with respect to meal periods, rest periods, recordkeeping provisions, minimum wages and overtime wages, business expenses and other violations described herein result in separate violations of §§ 1198 and 1199, which subject Defendant to civil penalties under Labor Code §§ 1197.1 and 2699.

Action for Civil Penalties Under PAGA

In light of the above, Plaintiff alleges that Defendant violated the following provisions of the Labor Code with respect to the Aggrieved Employees including but not limited to Labor Code

§§ 201-203, 204, 226, 226.7, 245-248.5, 510, 512, 558, 558.1, 1174, 1194, 1197, 1197.1, 1198, 1199, 2802, 2810.5, and all applicable Wage Orders.

Defendant has violated the above-referenced California Labor Code provisions, the applicable IWC Wage Order, including but not limited to all applicable Wage Orders, as well as other laws, and is liable for all applicable premium wages, statutory and civil penalties, interest, attorneys' fees, and costs. The civil penalties Plaintiff and The Aggrieved Employees seek to recover include, but are not limited to, the statutory and civil penalties specified above.

Therefore, on behalf of all Aggrieved Employees, Plaintiff seeks applicable penalties related to the violations alleged above pursuant to the PAGA. These include, but are not limited to, penalties under Labor Code §§ 210, 218.5, 225.5, 226, 226.3, 226.6, 233, 234, 558, 558.1, 1174.5, 1197.1, 1198, 1198.5, 1199, 2802, and 2699(f)(2).

Plaintiff has placed Defendant on notice by mailing a certified copy of this correspondence to its corporate address and address of the agent for service, as indicated on the first page.

The facts and claims contained herein are based on the information available at the time of this writing. Therefore, if through discovery and/or expert review, Plaintiff becomes aware of additional compensation owed or losses incurred by Plaintiff or by any other aggrieved employee of Defendant or any additional facts, Plaintiff expressly reserves the right to revise these facts and/or add any new claims by amending the claim letter or by adding applicable causes of action to the complaint which will relate back to the date of this letter.

Thank you for your attention to this matter. If you have any questions, please do not hesitate to contact me.

Sincerely,



Lilit Tunyan, Esq.
TUNYAN LAW, APC

From: noreply@salesforce.com on behalf of [LWDA DO NOT REPLY](#)
To: ltunyan@tunyanlaw.com
Subject: Thank you for submission of your PAGA Case.
Date: Monday, January 12, 2026 8:33:38 AM

1/12/2026

LWDA Case No. LWDA-CM-1149320-26
Law Firm : Tunyan Law, APC
Plaintiff Name : Edwin Ramos
Employer: Greaterfast Inc.
Filing Fee : \$75.00
IFP Claimed : No

Item submitted: Initial PAGA Notice

Thank you for your submission to the Labor and Workforce Development Agency. Please make a note of the LWDA Case No. above as you may need this number for future reference when filing any subsequent documents for this Case.

Please note that a PAGA Notice is not a complaint within the meaning of Division 5 (Labor Code §§6300 et seq.). To file a complaint about workplace safety and health hazards with Cal/OSHA, please visit:
<https://www.dir.ca.gov/dosh/complaint.htm>

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: http://labor.ca.gov/Private_Attorneys_General_Act.htm

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☐ Adult Signature Required \$0.00
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Postage \$2.17

Total Postage and Fees \$11.87

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GREATERFAST INC.
4885 E 52-nd PL
VERNON, CA 90058



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3300 FOOTHILL BLVD
LA CRESCENTA, CA 91214-9998
www.usps.com

01/12/2026

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9589 0710 5270 2533 8830 96

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PURCHASE DETAILS

Product	Qty	Unit Price	Price
First-Class Mail® Large Envelope	1		\$2.17
Ontario, CA 91761			
Weight: 0 lb 2.50 oz			
Estimated Delivery Date			
Thu 01/15/2026			
Certified Mail®			\$5.30
Tracking #:			
9589 0710 5270 2533 8831 02			
Return Receipt			\$4.40
Tracking #:			
9590 9402 8114 2349 9452 46			
Total			\$11.87
First-Class Mail® Large Envelope	1		\$2.17
Los Angeles, CA 90058			
Weight: 0 lb 2.50 oz			
Estimated Delivery Date			
Thu 01/15/2026			
Certified Mail®			\$5.30
Tracking #:			
9589 0710 5270 2533 8830-96			
Return Receipt			\$4.40
Tracking #:			
9590 9402 8114 2349 9452 53			
Total			\$11.87

Grand Total: \$23.74

Credit Card Remit \$23.74

Card Name: AMEX
Account #: XXXXXXXXXX1001
Approval #: 800310
Transaction #: 950
AID: A000000025010801 Contactless
AL: AMERICAN EXPRESS
PIN: Not Required

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Postage \$2.17

Total Postage and Fees \$11.87

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Street and Apt. No., or P.O.

City, State, ZIP+4®

PS Form 3800, January

JINGPENG HUA
AGENT FOR SERVICE OF PROCESS FOR
GREATERFAST INC.
4034 S CARNEROS AVE.
ONTARIO, CA 91761

USPS TRACKING#



9590 9402 8114 2349 9452 46

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Postal Service

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TUNYAN LAW, APC

535 N. Brand Blvd. STE 285
Glendale, CA 91203

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USPS
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- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

JINGPENG HUA
AGENT FOR SERVICE
OF PROCESS FOR
GREATERFAST INC.
4034 S CARNEROS AVE.
ONTARIO, CA 91761



9590 9402 8114 2349 9452 46

2. Article Number (Transfer from service label)

9589 0710 5270 2533 8831 02

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

Jingpeng Hua

☐ Agent

☒ Addressee

B. Received by (Printed Name)

C. Date of Delivery

1-17-26

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☒ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☐ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery

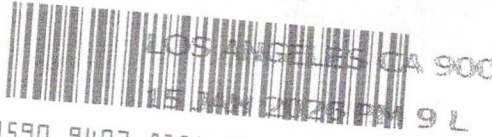
- ☐ Priority Mail Express®
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15 JAN 2026 PM 9 L

9590 9402 8114 2349 9452 53

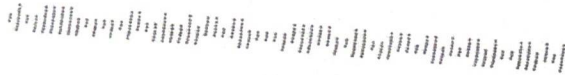
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Glendale, CA 91203



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- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

GREATERFAST INC.
4885 E 52-nd PL
VERNON, CA 90058



9590 9402 8114 2349 9452 53

2. Article Number (Transfer from service label)

9589 0710 5270 2533 8830 96

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

James

C. Date of Delivery

1.15.2026

D. Is delivery address different from item 1? ☐ Yes

If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☐ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

1 Mail

1 Mail Restricted Delivery

☐ Priority Mail Express®

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☐ Registered Mail Restricted Delivery

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

On the date indicated below, I served the document described as: **FIRST AMENDED COMPLAINT** on the interested parties in this action by sending a true copy thereof to interested parties as follows and as stated on the attached service list:

[✓] **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known e-mail address or e-mail of record in this action.

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

Natalia Zevallos

Natalia Zvereva

Signature