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FILED
Superior Court of California
County of Los Angeles
05/29/2026

David W. Slayton, Executive Officer / Clerk of Court
By: M. Strano Deputy

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

MARTIN VALENZUELA MONTTES, on
behalf of himself and all others similarly
situated,

Plaintiff,

v.

MERCHANTS LANDSCAPE SERVICES,
INC., a California corporation; and DOES 1 to
50, inclusive,

Defendants.

CASE NO.: 26STCV04783

FIRST AMENDED COMPLAINT FOR

COMPLAINT FOR:

- 1. FAILURE TO PAY ALL WAGES;**
- 2. FAILURE TO PAY ALL OVERTIME WAGES;**
- 3. FAILURE TO PAY ALL WAGES DUE TO ILLEGAL ROUNDING;**
- 4. FAILURE TO PAY REPORTING TIME PAY;**
- 5. FAILURE TO PROVIDE ALL MEAL PERIODS;**
- 6. FAILURE TO AUTHORIZE AND PERMIT ALL PAID REST PERIODS;**
- 7. FAILURE TO FULLY REIMBURSE WORK EXPENSES;**
- 8. DERIVATIVE FAILURE TO TIMELY FURNISH ACCURATE ITEMIZED WAGE STATEMENTS;**
- 9. DERIVATIVE VIOLATIONS OF LABOR CODE §§ 201-202;**
- 10. PENALTIES UNDER LABOR CODE § 2699; AND**
- 11. UNFAIR BUSINESS PRACTICES**

DEMAND FOR JURY TRIAL

1 Plaintiff Martin Valenzuela Monttes (“Plaintiff”), an individual on behalf of himself and all
2 others similarly situated, hereby files this First Amended Complaint against Defendant Merchants
3 Landscape Services, Inc., a California corporation and Does 1 to 50 (collectively referred to as
4 “Defendants”). Plaintiff is informed and believes, and on the basis of that information and belief,
5 alleges as follows:

6 **INTRODUCTION**

7 1. This is a civil action seeking recovery for Defendants’ violations of the California
8 Labor Code, California Business and Professions Code, the applicable Wage Orders issued by the
9 California Industrial Welfare Commission (the “IWC Wage Orders”) and related common law
10 principles.

11 2. Plaintiff’s action seeks monetary damages including full restitution from
12 Defendants as a result of Defendants’ unlawful, fraudulent, and/or unfair business practices.

13 3. The acts complained of herein occurred, occur and will occur, at least in part, within
14 the time period from four years preceding the filing of the original Complaint herein, up to and
15 through the time of trial for this matter although this should not automatically be considered the
16 statute of limitations for any cause of action herein.

17 4. For introductory and general information only (and not to be considered a proposed
18 class definition), the relevant individuals in this action are Defendants’ non-exempt employees who
19 were subjected to Defendants’ policies and practices as described herein. Any differences in job
20 activities between the different individuals in these positions were and are legally insignificant to
21 the issues presented by this action.

22 **SUMMARY OF CLAIMS**

23 5. With regard to Defendants’ non-exempt employees Defendants have:

- 24 a. Failed to pay straight time, minimum, and/or overtime wages for all hours
25 worked;
- 26 b. Failed to pay all state-mandated overtime wages for all overtime hours worked;
- 27 c. Failed to pay all wages due to illegal time rounding;
- 28 d. Failed to pay the appropriate reporting time pay;

- e. Failed to provide all legally-required meal periods;
- f. Failed to authorize and permit all paid legally-required rest periods;
- g. Failed to reimburse for all work-related expenses;
- h. Derivatively failed to timely furnish accurate itemized wage statements;
- i. Derivatively violated Labor Code §§ 201-202;
- j. Incurred penalties under Labor Code §§ 2699, *et seq.*; and
- k. Conducted unfair business practices.

PARTIES

Plaintiff Martin Valenzuela Monttes

6. Plaintiff Martin Valenzuela Monttes is an individual over the age of 18 and is now and/or at all times mentioned in this First Amended Complaint was a citizen of the State of California.

7. Plaintiff Martin Valenzuela Monttes began working for Defendants in June of 2023 through approximately May 21, 2025 as a non-exempt employee with the positions of a Spray Technician and Foreman in the State of California. His duties included, but were not limited to, spraying parks and maintaining the grounds.

8. Plaintiff Martin Valenzuela Monttes seeks recovery herein from Defendants because with regard to Plaintiff Martin Valenzuela Monttes, while acting for Defendants his capacity as a non-exempt employee, Defendants have:

- a. Failed to pay straight time, minimum, and/or overtime wages for all hours worked;
- b. Failed to pay all state-mandated overtime wages for all overtime hours worked;
- c. Failed to pay all wages due to illegal time rounding;
- d. Failed to pay the appropriate reporting time pay;
- e. Failed to provide all legally-required meal periods;
- f. Failed to authorize and permit all paid legally-required rest periods;
- g. Failed to reimburse for all work-related expenses;
- h. Failed to timely furnish accurate itemized wage statements;
- i. Derivatively violated Labor Code §§ 201-202;

- j. Incurred penalties under Labor Code §§ 2699, *et seq.*; and
k. Conducted unfair business practices.

Defendant Merchants Landscape Services, Inc.

9. Defendant Merchants Landscape Services, Inc. is now and/or at all times mentioned in this Complaint was a California corporation, and the owner and operator of an industry, business, and/or facilities licensed to do business and actually doing business in the State of California.

DOES 1 TO 50, INCLUSIVE

10. Does 1 to 50, inclusive, are now and/or at all times mentioned in this Complaint were licensed to do business and/or actually doing business in California.

11. Plaintiff does not know the true names or capacities, whether individual, partner or corporate, of Does 1 to 50, inclusive and for that reason, Does 1 to 50 are sued under such fictitious names under California Code of Civil Procedure § 474.

12. Plaintiff will seek leave of court to amend this Complaint to allege such names and capacities as soon as they are ascertained.

ALL DEFENDANTS

13. Defendants, and each of them, are now and/or at all times mentioned in this Complaint were in some manner legally responsible for the events, happenings, and circumstances alleged in this Complaint.

14. Defendants, and each of them, proximately subjected Plaintiff to the unlawful practices, wrongs, complaints, injuries, and/or damages alleged in this Complaint.

15. Defendants, and each of them, are now and/or at all times mentioned in this Complaint were the agents, servants, and/or employees of some or all other Defendants, and vice-versa, and in doing the things alleged in this Complaint, Defendants are now and/or at all times mentioned in this Complaint were acting within the course and scope of that agency, servitude, and/or employment.

16. Defendants, and each of them, are now and/or at all times mentioned in this Complaint were members of and/or engaged in a joint venture, partnership, and common

enterprise, and were acting within the course and scope and in pursuance of said joint venture, partnership, and common enterprise.

17. Defendants, and each of them, at all times mentioned in this Complaint concurred and contributed to the various acts and omissions of each and every one of the other Defendants in proximately causing the complaints, injuries, and/or damages alleged in this Complaint.

18. Defendants, and each of them, at all times mentioned in this Complaint approved of, condoned and/or otherwise ratified each and every one of the acts and/or omissions alleged in this Complaint.

19. Defendants, and each of them, at all times mentioned in this Complaint aided and abetted the acts and omissions of each and every one of the other Defendants thereby proximately causing the damages alleged in this Complaint.

JURISDICTION AND VENUE

20. The California Superior Court has jurisdiction in this matter due to Defendants' aforementioned violations of California statutory law and/or related common law principles.

21. The California Superior Court also has jurisdiction in this matter because both the individual and aggregate monetary damages and restitution sought herein exceed the minimal jurisdictional limits of the Superior Court and will be established at trial, according to proof.

22. The California Superior Court also has jurisdiction in this matter because during their employment with Defendants, Plaintiff Martin Valenzuela Monttes and the members of the putative Classes herein were all California citizens and Defendant Merchants Landscape Services, Inc. conducted business in California. Further, there is no federal question at issue, as the issues herein are based solely on California statutes and law.

23. Venue is proper in Los Angeles County under Code of Civil Procedure § 395(a) and Code of Civil Procedure § 395.5 in that liability arose there because at least some of the transactions that are the subject matter of this Complaint occurred therein and/or each Defendant either is found, maintains offices, transacts business, and/or has an agent therein.

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CLASS ACTION ALLEGATIONS

24. Code of Civil Procedure § 382 provides in pertinent part, “[W]hen the question is one of a common or general interest, of many persons, or when the parties are numerous, and it is impracticable to bring them all before the court, one or more may sue or defend for the benefit of all.” Plaintiff brings this suit as a class action under Code of Civil Procedure § 382.

25. The putative classes Plaintiff will seek to certify are currently composed of and defined as follows:

- a. All California citizens employed by Defendants as non-exempt employees during the appropriate time period who were subjected to Defendants’ policies and practices regarding the payment of straight time, minimum and/or overtime wages as specifically described herein (hereinafter, the “Wage Class”);
- b. All California citizens employed by Defendants as non-exempt employees during the appropriate time period who were subjected to Defendants’ policies and practices regarding the payment of overtime wages as specifically described herein (hereinafter, the “Overtime Class”);
- c. All California citizens employed by Defendants as non-exempt employees during the appropriate time period to whom Defendants applied a time rounding policy and practice as specifically described herein (hereinafter, the “Rounding Class”);
- d. All California citizens employed by Defendants as non-exempt employees during the appropriate time period who were subjected to Defendants’ policies and practices regarding the payment of reporting time pay as specifically described herein (hereinafter, the “Reporting Time Class”);
- e. All California citizens employed by Defendants as non-exempt employees during the appropriate time period who were subjected to Defendants’ policies and practices regarding meal periods as specifically described herein (hereinafter, the “Meal Period Class”);
- f. All California citizens employed by Defendants as non-exempt employees

1 during the appropriate time period who were subjected to Defendants' policies
2 and practices regarding paid rest periods as specifically described herein
3 (hereinafter, the "Rest Period Class");

4 g. All California citizens employed by Defendants as non-exempt employees
5 during the appropriate time period who were subjected to Defendants' policies
6 and practices regarding business expense reimbursement as specifically
7 described herein (hereinafter, the "Reimbursement Class");

8 h. All California citizens employed by Defendants as hourly-paid, non-exempt
9 employees during the appropriate time period who were derivatively subjected
10 to Defendants' policies and practices regarding itemized wage statements as
11 specifically described herein (hereinafter, the "Derivative Wage Statement
12 Class");

13 i. All formerly-employed California citizens employed by Defendants as non-
14 exempt employees during the appropriate time period who were subjected to
15 Defendants' policies and practices regarding Labor Code § 203 and the payment
16 of final wages as specifically described herein (hereinafter, the "Derivative LC
17 203 Class"); and

18 j. All California citizens employed by Defendants as non-exempt employees
19 during the appropriate time period regarding whom Defendants have engaged
20 in unlawful, unfair and/or fraudulent business acts or practices prohibited by
21 Business & Professions Code §§ 17200, et seq. as specifically described herein
22 (hereinafter, the "17200 Class").

23 26. The Wage Class, Overtime Class, Rounding Class, Reporting Time Class, Meal
24 Period Class, Rest Period Class, Reimbursement Class, Derivative Wage Statement Class,
25 Derivative LC 203 Class, and 17200 Class are herein collectively referred to as the "Classes."

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

1 28. Numerosity (Code of Civil Procedure § 382):

- 2 a. The potential quantity of members of the Classes as defined is so numerous that
3 joinder of all members is unfeasible and impractical;
- 4 b. The disposition of the claims of the members of the Classes through this class
5 action will benefit both the parties and this Court;
- 6 c. The quantity of members of the Classes is unknown to Plaintiff at this time;
7 however, it is estimated that the membership of the Classes numbers greater
8 than 100 individuals; and
- 9 d. The quantity and identity of such membership is readily ascertainable via
10 inspection of Defendants' records.

11 29. Superiority (Code of Civil Procedure § 382): The nature of this action and the
12 nature of the laws available to Plaintiff makes the use of the class action format particularly
13 efficient and the appropriate procedure to afford relief to Plaintiff for the wrongs alleged herein,
14 as follows:

- 15 a. California has a public policy that encourages the use of the class action device;
- 16 b. By establishing a technique whereby the claims of many individuals can be
17 resolved at the same time, the class suit both eliminates the possibility of
18 repetitious litigation and provides small claimants with a method of obtaining
19 redress for claims which would otherwise be too small to warrant individual
20 litigation;
- 21 c. This case involves large corporate Defendants and a large number of individual
22 Class members with many relatively small claims and common issues of law
23 and fact;
- 24 d. If each individual member of the Classes was required to file an individual
25 lawsuit, the large corporate Defendants would necessarily gain an
26 unconscionable advantage because Defendants would be able to exploit and
27 overwhelm the limited resources of each individual member of the Classes with
28 Defendants' vastly superior financial and legal resources;

- 1 e. Requiring each individual member of the Classes to pursue an individual
2 remedy would also discourage the assertion of lawful claims by the members
3 of the Classes who would be disinclined to pursue an action against Defendants
4 because of an appreciable and justifiable fear of retaliation and permanent
5 damage to their lives, careers, and well-being;
- 6 f. Proof of a common business practice or factual pattern, of which the members
7 of the Classes experienced, is representative of the Classes herein and will
8 establish the right of each of the members of the Classes to recover on the
9 causes of action alleged herein;
- 10 g. Absent class treatment, the prosecution of separate actions by the individual
11 members of the Classes, even if possible, would likely create:
- 12 i) a substantial risk of each individual plaintiff presenting in separate,
13 duplicative proceedings the same or essentially similar arguments and
14 evidence, including expert testimony;
- 15 ii) a multiplicity of trials conducted at enormous expense to both the
16 judicial system and the litigants;
- 17 iii) inconsistent or varying verdicts or adjudications with respect to the
18 individual members of the Classes against Defendants;
- 19 iv) potentially incompatible standards of conduct for Defendants; and
- 20 v) potentially incompatible legal determinations with respect to individual
21 members of the Classes which would, as a practical matter, be
22 dispositive of the interest of the other members of the Classes who are
23 not parties to the adjudications or which would substantially impair or
24 impede the ability of the members of the Classes to protect their
25 interests.
- 26 h. The claims of the individual members of the Classes are not sufficiently large
27 to warrant vigorous individual prosecution considering all of the concomitant
28 costs and expenses attendant thereto;

- 1 i. Courts seeking to preserve efficiency and other benefits of class actions
2 routinely fashion methods to manage any individual questions; and
3 j. The Supreme Court of California urges trial courts, which have an obligation
4 to consider the use of innovative procedural tools to certify a manageable class,
5 to be procedurally innovative in managing class actions.

6 30. Well-defined Community of Interest: Plaintiff also meets the established standards
7 for class certification, as follows:

8 a. Typicality: The claims of Plaintiff Martin Valenzuela Monttes are typical of the
9 claims of all members of the Classes he seeks to represent because all members
10 of the Classes sustained injuries and damages arising out of Defendants'
11 common course of conduct in violation of law and the injuries and damages of
12 all members of the Classes were caused by Defendants' wrongful conduct in
13 violation of law, as alleged herein.

14 b. Adequacy: Plaintiff Martin Valenzuela Monttes:

- 15 i) is an adequate representative of the Classes he seeks to represent;
16 ii) will fairly protect the interests of the members of the Classes;
17 iii) has no interests antagonistic to the members of the Classes; and
18 iv) will vigorously pursue this suit via attorneys who are competent, skilled
19 and experienced in litigating matters of this type.

20 c. Predominant Common Questions of Law or Fact: There are common questions
21 of law and/or fact as to the members of the Classes which predominate over
22 questions affecting only individual members of the Classes, including, without
23 limitation:

- 24 i) Whether Defendants paid the legal and appropriate straight time pay,
25 minimum wage pay and/or overtime pay for all work hours to the
26 members of the Wage Class;
27 ii) Whether Defendants paid the appropriate overtime wages to the
28 members of the Overtime Class;

- iii) Whether Defendants' time rounding policies and practices are illegal with regard to the members of the Rounding Class;
- iv) Whether Defendants paid the appropriate minimum reporting time to the members of the Reporting Time Class;
- v) Whether Defendants failed and continue to fail to provide legally-required meal periods to the members of the Meal Period Class in violation of the Labor Code and Section 11 of the IWC Wage Orders;
- vi) Whether Defendants failed and continue to fail to authorize and permit paid legally-required rest periods to the members of the Rest Period Class in violation of the Labor Code and Section 12 of the IWC Wage Orders;
- vii) Whether Defendants failed to fully reimburse for all work-related expenses incurred by the members of the Reimbursement Class;
- viii) Whether Defendants derivatively failed to timely furnish accurate, itemized and legal wage statements to the members of the Derivative Wage Statement Class;
- ix) Whether Defendants are derivatively liable under Labor Code § 203 to the members of the Derivative LC 203 Class;
- x) Whether Defendants' conduct constitutes unfair business practices within the meaning of Business & Professions Code §§ 17200, et seq.;
- xi) Whether the members of the Classes are entitled to compensatory damages, and if so, the means of measuring such damages;
- xii) Whether the members of the Classes are entitled to injunctive relief;
- xiii) Whether the members of the Classes are entitled to restitution; and
- xiv) Whether Defendants are liable for attorneys' fees and costs.

31. Whether each member of the Classes might be required to ultimately justify an individual claim does not preclude maintenance of a class action.

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CAUSES OF ACTION

FIRST CAUSE OF ACTION

FAILURE TO PAY ALL WAGES

(On Behalf of the Wage Class)

(Against All Defendants)

32. Plaintiff incorporates by reference and reallege each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

33. Labor Code § 204 establishes the fundamental right of all employees in the State of California to be paid wages, including straight time and overtime, in a timely fashion for their work.

34. Labor Code § 510(a) states in pertinent part, “Any work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek ... shall be compensated at the rate of no less than one and one-half times the regular rate of pay for any employee.”

35. Labor Code § 1182.12, effective July 1, 2014, states, “Notwithstanding any other provision of this part, on and after July 1, 2014, the minimum wage for all industries shall be not less than nine dollars (\$9) per hour, and on and after January 1, 2016, the minimum wage for all industries shall be not less than ten dollars (\$10) per hour.” Further, under Labor Code § 1182.12(b)(1)(A), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2017, to December 31, 2017, inclusive, - ten dollars and fifty cents (\$10.50) per hour.” Under Labor Code § 1182.12(b)(1)(B), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2018, to December 31, 2018, inclusive, - eleven dollars (\$11) per hour.” Under Labor Code § 1182.12(b)(1)(C), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2019, to December 31, 2019, inclusive, - twelve dollars (\$12) per hour.” Under Labor Code § 1182.12(b)(1)(D), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2020, to December 31, 2020, inclusive, - thirteen dollars (\$13) per hour.” Under Labor Code § 1182.12(b)(1)(E), for any employer who employs 26

1 or more employees, the minimum wage shall be as follows: “From January 1, 2021, to December
2 31, 2021, inclusive, - fourteen dollars (\$14) per hour.” Finally, under Labor Code §
3 1182.12(b)(1)(F), for any employer who employs 26 or more employees, the minimum wage shall
4 be as follows: “From January 1, 2022, and until adjusted by subdivision (c) - fifteen dollars (\$15)
5 per hour.”

6 36. Labor Code § 1194(a) states, “Notwithstanding any agreement to work for a lesser
7 wage, any employee receiving less than the legal minimum wage or the legal overtime
8 compensation applicable to the employee is entitled to recover in a civil action the unpaid balance
9 of the full amount of this minimum wage or overtime compensation, including interest thereon,
10 reasonable attorney’s fees, and costs of suit.”

11 37. Further, under Labor Code § 1197, payment of less than the minimum wage fixed
12 by the Labor Commission is unlawful.

13 38. Under Labor Code § 1198, it is unlawful to employ persons for longer than the
14 hours set by the Industrial Welfare Commission or under conditions prohibited by the IWC Wage
15 Order(s).

16 39. Under the IWC Wage Order(s), Defendants are required to pay the members of the
17 Wage Class for all hours worked, meaning the time during which an employee is subject to the
18 control of an employer, including all the time the employee is suffered or permitted to work,
19 whether or not required to do so.

20 40. Defendants, as a matter of established company policy and procedure, at each and
21 every one of the individual facilities owned and/or operated by Defendants, consistently:

- 22 a. Administered a uniform company policy and practice as to the pay policies
23 regarding the members of the Wage Class;
- 24 b. Required the members of the Wage Class to spend time under Defendants’ control
25 for work-related tasks without compensation. For example, Defendants required the
26 members of the Wage Class to perform pre- and post-shift duties, including but not
27 limited to, setting up, cleaning up, and maintaining tools; and, as such,

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1 c. Defendants suffered, permitted, and/or required the members of the Wage Class to
2 work without paying for all time they were under Defendants' control.

3 41. Because Defendants required the members of the Wage Class to remain under
4 Defendants' control without paying therefore, this resulted in the members of the Wage Class
5 earning less than the legal minimum wage in the State of California.

6 42. Defendants' pattern, practice, and uniform administration of corporate policy
7 regarding illegal employee compensation as described herein is unlawful and creates an
8 entitlement, under Labor Code § 218, to recovery by Plaintiff and the members of the Wage Class,
9 in a civil action, of the unpaid balance of the full amount of wages owing, calculated at the
10 appropriate rate.

11 43. Further, Defendants' pattern and practice in uniform administration of corporate
12 policy regarding Defendants' failure to pay the legal minimum wage to the members of the Wage
13 Class as described herein is unlawful and creates entitlement, under Labor Code § 1194(a), to
14 recovery by the members of the Wage Class, in a civil action, for the unpaid balance of the full
15 amount of the unpaid minimum wages owed, calculated as the difference between the straight time
16 compensation paid and the applicable minimum wage, including interest thereon.

17 44. Under Labor Code § 1194.2(a) (which provides that in any action under Labor Code
18 § 1194, an employee shall be entitled to recover liquidated damages), the members of the Wage
19 Class seek recovery of liquidated damages on the straight-time portion of uncompensated hours of
20 work (not including the overtime portion thereof) in an amount equal to the wages unlawfully
21 unpaid and interest thereon.

22 45. That calculation of individual damages for the members of the Wage Class may at
23 some point be required does not foreclose the possibility of taking common evidence on questions
24 regarding their entitlement to overtime compensation.

25 46. Under Labor Code §§ 218.6 and 1194(a) and Civil Code § 3287, the members of
26 the Wage Class seek recovery of pre-judgment interest on all amounts recovered herein.

27 47. Under Labor Code §§ 218.5 and/or 1194, the members of the Wage Class request
28 that the Court award reasonable attorneys' fees and costs incurred by them in this action.

SECOND CAUSE OF ACTION
FAILURE TO PAY ALL OVERTIME WAGES
(On Behalf of the Overtime Class)
(Against All Defendants)

48. Plaintiff incorporates by reference and reallege each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

49. Labor Code § 204 establishes the fundamental right of all employees in the State of California to be paid wages, including straight time and overtime, in a timely fashion for their work.

50. Labor Code § 510(a) states in pertinent part: “Any work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek ... shall be compensated at the rate of no less than one and one-half times the regular rate of pay for any employee.”

51. Labor Code § 1194(a) states: “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.”

52. Under Labor Code § 1198, it is unlawful to employ persons for longer than the hours set by the Industrial Welfare Commission or under conditions prohibited by the IWC Wage Order(s).

53. Defendants, as a matter of established company policy and procedure, at each and every one of the individual facilities owned and/or operated by Defendants, consistently:

a. Administered a uniform company policy and practice as to the pay policies regarding Plaintiff and the members of the Overtime Class;

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1 b. Scheduled to work and in fact required Plaintiff and the members of the Overtime
2 Class to work in excess of eight hours per workday and/or in excess of 40 hours per
3 workweek without paying overtime compensation for all hours they were under
4 Defendants' control; and

5 c. Failed to pay Plaintiff and the members of the Overtime Class overtime
6 compensation for all work accomplished in excess of eight hours per day and/or 40
7 hours per week.

8 54. Defendants' pattern, practice and uniform administration of corporate policy
9 regarding illegal employee compensation as described herein is unlawful and creates an
10 entitlement, under Labor Code § 218 and Labor Code § 1194(a), to recovery by the members of
11 the Overtime Class, in a civil action, for the unpaid balance of the full amount of the overtime
12 premiums owing.

13 55. That calculation of individual damages for the members of the Overtime Class may
14 at some point be required does not foreclose the possibility of taking common evidence on
15 questions regarding their entitlement to overtime compensation.

16 56. Under Labor Code §§ 218.6 and 1194(a) and Civil Code § 3287, the members of
17 the Overtime Class seek recovery of pre-judgment interest on all amounts recovered herein.

18 57. Under Labor Code §§ 218.5 and/or 1194, the members of the Overtime Class
19 request that the Court award reasonable attorneys' fees and costs incurred by them in this action.

20 **THIRD CAUSE OF ACTION**
21 **FAILURE TO PAY ALL WAGES**
22 **DUE TO ILLEGAL ROUNDING**
23 **(On Behalf of the Rounding Class)**
24 **(Against All Defendants)**

25 58. Plaintiff incorporates by reference and reallege each and every one of the
26 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
27 forth herein.

28 59. Labor Code § 204 establishes the fundamental right of all employees in the State

1 of California to be paid wages, including straight time and overtime, in a timely fashion for their
2 work.

3 60. Labor Code § 510(a) states in pertinent part: “Any work in excess of eight hours in
4 one workday and any work in excess of 40 hours in any one workweek ... shall be compensated
5 at the rate of no less than one and one-half times the regular rate of pay for any employee.”

6 61. Labor Code § 1182.12 provides the statewide minimum wage in California.

7 62. Labor Code § 1194(a) states: “Notwithstanding any agreement to work for a lesser
8 wage, any employee receiving less than the legal minimum wage or the legal overtime
9 compensation applicable to the employee is entitled to recover in a civil action the unpaid balance
10 of the full amount of this minimum wage or overtime compensation, including interest thereon,
11 reasonable attorney’s fees, and costs of suit.”

12 63. Further, under to Labor Code § 1197, payment of less than the minimum wage fixed
13 by the Labor Commission is unlawful.

14 64. Under Labor Code § 1198, it is unlawful to employ persons for longer than the
15 hours set by the Industrial Welfare Commission or under conditions prohibited by the IWC Wage
16 Order(s).

17 65. Under the IWC Wage Order(s), Defendants are required to pay the members of the
18 Rounding Class for all hours worked, meaning the time during which an employee is subject to
19 the control of an employer, including all the time the employee is suffered or permitted to work,
20 whether or not required to do so.

21 66. Defendants, as a matter of established company policy and procedure, at each and
22 every one of the individual facilities owned and/or operated by Defendants, consistently:

- 23 a. Administered a uniform company policy and practice as to the rounding
24 policies regarding the members of the Rounding Class; and
25 b. Rounded the actual time worked and recorded by the members of the
26 Rounding Class, usually down, so that during the course of their employment,
27 the members of the Rounding Class were paid less than they would have been
28 paid had they been paid for actual time rather than “rounded” time.

1 67. Because Defendants required the members of the Rounding Class to remain under
2 Defendants' control without paying therefor, this resulted in the members of the Rounding Class
3 earning less than the legal minimum wage in the State of California.

4 68. Defendants' pattern, practice and uniform administration of corporate policy
5 regarding illegal employee compensation as described herein is unlawful and creates an
6 entitlement, under Labor Code § 218, to recovery by Plaintiff and the members of the Rounding
7 Class, in a civil action, of the unpaid balance of the full amount of wages owing, calculated at the
8 appropriate rate.

9 69. Further, Defendants' pattern and practice in uniform administration of corporate
10 policy regarding Defendants' failure to pay the legal minimum wage to the members of the
11 Rounding Class as described herein is unlawful and entitles them, under Labor Code § 1194(a), to
12 recovery of the unpaid balance of the full amount of the unpaid minimum wages owed, calculated
13 as the difference between the straight time compensation paid and the applicable minimum wage
14 (and/or the full amount of unpaid overtime compensation, which includes any unpaid straight time
15 and unpaid overtime premium for overtime hours worked), including interest thereon

16 70. Under Labor Code § 1194.2(a) (which provides that in any action under Labor Code
17 § 1194, an employee shall be entitled to recover liquidated damages), the members of the Rounding
18 Class seek recovery of liquidated damages in an amount equal to the wages unlawfully unpaid and
19 interest thereon.

20 71. That calculation of individual damages for the members of the Rounding Class may
21 at some point be required does not foreclose the possibility of taking common evidence on
22 questions regarding their entitlement to overtime compensation.

23 72. Under Labor Code §§ 218.6 and 1194(a) and Civil Code §3287, the members of
24 the Rounding Class seek recovery of pre-judgment interest on all amounts recovered herein.

25 73. Under Labor Code §§ 218.5 and/or 1194, the members of the Rounding Class
26 request that the Court award reasonable attorneys' fees and costs incurred by them in this action.

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FOURTH CAUSE OF ACTION
FAILURE TO PAY REPORTING TIME PAY
WAGES AT THE LEGAL PAY RATE
(On Behalf of the Reporting Time Class)
(Against All Defendants)

74. Plaintiff incorporates by reference and realleges each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

75. Labor Code § 204 establishes the fundamental right of all employees in the State of California to be paid wages, including straight time and overtime, in a timely fashion for their work.

76. Under the IWC Wage Order(s), Defendants are required to pay the members of the Reporting Time Class for all hours worked, meaning the time during which an employee is subject to the control of an employer.

77. The IWC Wage Order(s) § 5(A) states, “Each workday an employee is required to report for work and does report, but is not put to work or is furnished less than half said employee’s usual or scheduled day’s work, the employee shall be paid for half the usual or scheduled day’s work, but in no event for less than two (2) hours nor more than four (4) hours, at the employee’s regular rate of pay, which shall not be less than the minimum wage.”

78. The IWC Wage Order(s) § 5(B) states, “If an employee is required to report for work a second time in any one workday and is furnished less than two (2) hours of work on the second reporting, said employee shall be paid for two (2) hours at the employee’s regular rate of pay, which shall not be less than the minimum wage.”

79. Defendants, as a matter of established company policy and procedure, at each and every one of the individual facilities owned and/or operated by Defendants, sometimes required members of the Reporting Time Class to show up to work and then sent them home, but then paid for less than half the usual or scheduled day’s work at each respective Reporting Time Class Member’s regular rate of pay.

1 80. At no time when Defendants did not pay the legally requisite reporting time pay
2 were the provisions of the IWC Wage Orders § 5(C) or (D) applicable, in that Defendants' acts
3 were not because of threats to employees or property, public utility failures, Acts of God or
4 other causes not within Defendants' control or employees on paid standby status.

5 81. The pattern and practice in uniform administration of corporate policy regarding
6 Defendants' failure to pay the legal reporting time pay to the members of the Reporting Time
7 Class as described herein is unlawful and creates entitlement to recovery by the members of the
8 Reporting Time Class, in a civil action, for the unpaid balance of the full amount of the unpaid
9 wages owed, including interest thereon.

10 82. Under Labor Code § 218.6 and Civil Code § 3287, the members of the Reporting
11 Time Class seek recovery of pre-judgment interest on all amounts recovered herein.

12 83. Under Labor Code § 218.5, the members of the Reporting Time Class request that
13 the Court award reasonable attorneys' fees and costs incurred by them in this action.

14 **FIFTH CAUSE OF ACTION**

15 **FAILURE TO PROVIDE ALL MEAL PERIODS**

16 **(On Behalf of the Meal Period Class)**

17 **(Against All Defendants)**

18 84. Plaintiff incorporates by reference and realleges each and every one of the
19 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
20 forth herein.

21 85. Labor Code § 226.7(b) provides, "An employer shall not require an employee to
22 work during a meal or rest or recovery period mandated pursuant to an applicable statute, or
23 applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational
24 Safety and Health Standards Board, or the Division of Occupational Safety and Health."

25 86. Labor Code § 512 provides, "An employer may not employ an employee for a work
26 period of more than five hours per day without providing the employee with a meal period of
27 not less than 30 minutes, except that if the total work period per day of the employee is no more
28 than six hours, the meal period may be waived by mutual consent of both the employer and

1 employee. An employer may not employ an employee for a work period of more than 10 hours
2 per day without providing the employee with a second meal period of not less than 30 minutes,
3 except that if the total hours worked is no more than 12 hours, the second meal period may be
4 waived by mutual consent of the employer and the employee only if the first meal period was
5 not waived.”

6 87. Labor Code § 516 provides that the Industrial Welfare Commission “may adopt or
7 amend working condition orders with respect to break periods, meal periods, and days of rest for
8 any workers in California consistent with the health and welfare of those workers.”

9 88. Section 11(C) of the IWC Wage Orders provides, “Unless the employee is relieved
10 of all duty during a 30 minute meal period, the meal period shall be considered an ‘on duty’ meal
11 period and counted as time worked. An ‘on duty’ meal period shall be permitted only when the
12 nature of the work prevents an employee from being relieved of all duty and when by written
13 agreement between the parties an on-the-job paid meal period is agreed to. The written agreement
14 shall state that the employee may, in writing, revoke the agreement at any time.”

15 89. Section 11(D) of the IWC Wage Order(s) provides “If an employer fails to provide
16 an employee a meal period in accordance with the applicable provisions of this order, the
17 employer shall pay the employee 1 hour of pay at the employee’s regular rate of compensation
18 for each workday that the meal period is not provided.”

19 90. On one or more occasions, the members of the Meal Period Class worked over five
20 hours per shift and therefore were entitled to an uninterrupted meal period of not less than 30
21 minutes prior to exceeding five hours of employment.

22 91. Further, on one or more occasions, some members of the Meal Period Class worked
23 over 10 hours per shift and therefore were entitled to an uninterrupted second meal period of not
24 less than 30 minutes prior to exceeding 10 hours of employment.

25 92. The members of the Meal Period Class did not validly or legally waive their meal
26 periods, by mutual consent with Defendants or otherwise.

27 93. The members of the Meal Period Class did not enter into any written agreement
28 with Defendants agreeing to an on-duty paid meal period.

1 94. As a matter of Defendants' established company policy, Defendants failed to
2 always comply with the meal period requirements established by Labor Code §§ 226.7, 512, and
3 516, and Section 11 of the IWC Wage Order(s) by failing to always provide the members of the
4 Meal Period Class with a first and in some cases a second legally compliant meal period.

5 95. Under Section 11(D) of the IWC Wage Order(s) and Labor Code § 226.7(c) which
6 states "If an employer fails to provide an employee a meal or rest or recovery period in
7 accordance with a state law, including, but not limited to, an applicable statute or applicable
8 regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety
9 and Health Standards Board, or the Division of Occupational Safety and Health, the employer
10 shall pay the employee one additional hour of pay at the employee's regular rate of compensation
11 for each workday that the meal or rest or recovery period is not provided.," the members of the
12 Meal Period Class are entitled to damages in an amount equal to one (1) additional hour of pay
13 at each employee's regular rate of compensation for each work day that the meal period was not
14 provided, in a sum to be proven at trial.

15 96. Under Labor Code § 218.6 and Civil Code § 3287, the members of the Meal Period
16 Class seek recovery of pre-judgment interest on all amounts recovered herein.

17 **SIXTH CAUSE OF ACTION**

18 **FAILURE TO AUTHORIZE AND PERMIT ALL PAID REST PERIODS**

19 **(On Behalf of the Rest Period Class)**

20 **(Against All Defendants)**

21 97. Plaintiff incorporates by reference and realleges each and every one of the
22 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
23 forth herein.

24 98. Labor Code § 226.7(b) provides "An employer shall not require an employee to
25 work during a meal or rest or recovery period mandated pursuant to an applicable statute, or
26 applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational
27 Safety and Health Standards Board, or the Division of Occupational Safety and Health."

28 ///

1 99. Labor Code § 516 provides that the Industrial Welfare Commission “may adopt or
2 amend working condition orders with respect to break periods, meal periods, and days of rest for
3 any workers in California consistent with the health and welfare of those workers.”

4 100. Section 12(A) of the IWC Wage Order(s) states: “Every employer shall authorize
5 and permit all employees to take rest periods, which insofar as practicable shall be in the middle
6 of each work period. The authorized rest period time shall be based on the total hours worked
7 daily at the rate of 10 minutes net rest time per 4 hours or major fraction thereof. However, a rest
8 period need not be authorized for employees whose total daily work time is less than 3½ hours.
9 Authorized rest period time shall be counted as hours worked for which there shall be no
10 deduction from wages.”

11 101. Section 12(B) of the IWC Wage Order(s) states: “If an employer fails to provide an
12 employee a rest period in accordance with the applicable provisions of this order, the employer
13 shall pay the employee one (1) hour of pay at the employee’s regular rate of compensation for
14 each workday that the rest period is not provided.”

15 102. The members of the Rest Period Class sometimes worked over four hours per shift.
16 Further, the members of the Rest Period Class sometimes worked over six hours per shift, and
17 in some cases over 10 hours per shift.

18 103. The members of the Rest Period Class were entitled to a rest period of not less than
19 10 minutes for every four hours of work, or major fraction thereof.

20 104. As a matter of Defendants’ established company policy, Defendants failed to
21 always authorize and permit all required rest periods established by Labor Code §§ 226.7 and
22 516, and Section 12 of the IWC Wage Order(s).

23 105. Under Section 12 of the IWC Wage Order(s) and Labor Code § 226.7(b) which
24 states “If an employer fails to provide an employee a meal or rest or recovery period in
25 accordance with a state law, including, but not limited to, an applicable statute or applicable
26 regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety
27 and Health Standards Board, or the Division of Occupational Safety and Health, the employer
28 shall pay the employee one additional hour of pay at the employee’s regular rate of compensation

1 for each workday that the meal or rest or recovery period is not provided,” the members of the
2 Rest Period Class are entitled to damages in an amount equal to one additional hour of pay at
3 each employee’s regular rate of compensation for each work day that one or more rest periods
4 were not so provided.

5 106. Under Labor Code § 218.6 and Civil Code § 3287, the members of the Rest Period
6 Class seek recovery of pre-judgment interest on all amounts recovered herein.

7 **SEVENTH CAUSE OF ACTION**

8 **FAILURE TO FULLY REIMBURSE WORK EXPENSES**

9 **(On Behalf of the Reimbursement Class)**

10 **(Against All Defendants)**

11 107. Plaintiff incorporates by reference and realleges each and every one of the
12 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
13 forth herein.

14 108. Under Labor Code § 2802(a), “an employer shall indemnify his or her employee
15 for all necessary expenditures or losses incurred by the employee in direct consequence of the
16 discharge of his or her duties, or of his or her obedience to the directions of the employer.”

17 109. Labor Code § 2804 states in pertinent part, “Any contract or agreement, express or
18 implied, made by any employee to waive the benefits of this article or any part thereof is null
19 and void, and this article shall not deprive any employee or his personal representative of any
20 right or remedy to which he is entitled under the laws of this State.”

21 110. As a matter of Defendants’ established company policy, Defendants required the
22 members of the Reimbursement Class to personally incur necessary expenditures in direct
23 consequence of the discharge of their duties, including, but not limited to, purchasing their own
24 tools, and using their personal cell phones for work-related purposes.

25 111. Defendants are legally required to reimburse the members of the Reimbursement
26 Class for all necessary expenditures.

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1 112. Defendants failed to fully and reasonably reimburse the members of the
2 Reimbursement Class for all necessary expenditures, including but not limited to the
3 aforementioned expenditures.

4 113. As a proximate result of the aforementioned violations of Labor Code § 2802(a),
5 the members of the Reimbursement Class are entitled to recovery from Defendants of the unpaid
6 balance for all necessary expenditures, including but not limited to the aforementioned
7 expenditures.

8 114. As a proximate result of the aforementioned violations of Labor Code § 2802(a),
9 the members of the Reimbursement Class have been damaged in an amount according to proof
10 at the time of trial.

11 115. Under Labor Code § 2802(b), the members of the Reimbursement Class request
12 that the Court award interest at the same rate as judgments in civil actions, accruing from the
13 date on which each member of the Reimbursement Class incurred the necessary expenditure or
14 loss.

15 116. Under Labor Code § 2802(c), the members of the Reimbursement Class request
16 that the Court award reasonable attorneys' fees and costs incurred by them in this action.

17 **EIGHTH CAUSE OF ACTION**

18 **DERIVATIVE FAILURE TO TIMELY**

19 **FURNISH ACCURATE ITEMIZED WAGE STATEMENTS**

20 **(On Behalf of the Derivative Wage Statement Class)**

21 117. Plaintiff incorporates by reference and realleges each and every one of the
22 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
23 forth herein.

24 118. Labor Code § 226(a) states in pertinent part, "Every employer shall, semimonthly
25 or at the time of each payment of wages, furnish each of his or her employees, either as a
26 detachable part of the check, draft, or voucher paying the employee's wages, or separately when
27 wages are paid by personal check or cash, an accurate itemized statement in writing showing (1)
28 gross wages earned, (2) total hours worked by the employee... (4) all deductions... (5) net wages

1 earned, (6) the inclusive dates of the period for which the employee is paid... (8) the name and
2 address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during
3 each the pay period and the corresponding number of hours worked at each hourly rate by the
4 employee....”

5 119. Further, the IWC Wage Orders § 7(A) states in pertinent part, “(A) Every employer
6 shall keep accurate information with respect to each employee including the following: (3) Time
7 records showing when the employee begins and ends each work period. Meal periods, split shift
8 intervals, and total daily hours worked shall also be recorded...(5) Total hours worked in the
9 payroll period and applicable rates of pay....”

10 120. Therefore, under Labor Code § 226(a) and the IWC Wage Orders § 7(A), California
11 employers are required to maintain accurate records pertaining to the total hours worked for
12 Defendants by the members of the Derivative Wage Statement Class, including but not limited
13 to, beginning and ending of each work period, meal period and split shift interval, the total daily
14 hours worked, and the total hours worked per pay period and applicable rates of pay.

15 121. As a pattern and practice, in violation of Labor Code § 226(a) and the IWC Wage
16 Orders § 7(A), Defendants did not and still do not furnish each of the members of the Derivative
17 Wage Statement Class with an accurate itemized statement in writing showing (1) gross wages
18 earned, (2) total hours worked by the employee, (3) all deductions, (4) net wages earned and/or
19 (5) all applicable hourly rates in effect during each respective pay period and the corresponding
20 number of hours worked at each hourly rate by each respective individual.

21 122. As set forth herein in prior causes of action, Defendants failed to pay the members
22 of the Derivative Wage Statement Class all wages due and owing.

23 123. As a derivative result of this failure to pay wages and as a pattern and practice in
24 violation of Labor Code § 226(a) and the IWC Wage Orders § 7(A), Defendants did not and do
25 not maintain accurate records pertaining to the total hours worked for Defendants by the
26 members of the Derivative Wage Statement Class, including but not limited to, beginning and
27 ending of each work period, meal period interval, total daily hours worked, total hours worked
28 per pay period, and the applicable rates of pay.

1 124. As of January 1, 2013, SB 1255 amended Labor Code § 226 to clarify that an
2 employee suffers injury if the employer fails to provide accurate and complete information as
3 required by any one or more items listed in Labor Code § 226(a)(1)-(9) and the employee cannot
4 promptly and easily ascertain requisite information without reference to other documents or
5 information.

6 125. Here, the members of Derivative Wage Statement Class suffered injury because,
7 due to Defendants' failure to pay all wages due and owing, Defendants derivatively failed to
8 provide accurate and complete information as required by one or more items listed in Labor Code
9 § 226(a)(1)-(9).

10 126. In addition, the members of the Derivative Wage Statement Class have suffered
11 injury as a result of Defendants' failure to maintain accurate records for the members of the
12 Derivative Wage Statement Class in that the members of the Derivative Wage Statement Class
13 were not timely provided written accurate itemized statements showing all requisite information,
14 including but not limited to total hours worked by the employee, net wages earned and all
15 applicable hourly rates in effect during the pay period and the corresponding number of hours
16 worked at each hourly rate, in violation of Labor Code § 226 and the IWC Wage Orders § 7(A),
17 such that the members of the Derivative Wage Statement Class were misled by Defendants as to
18 the correct information regarding various items, including but not limited to total hours worked
19 by the employee, net wages earned and all applicable hourly rates in effect during the pay period
20 and the corresponding number of hours worked at each hourly rate.

21 127. The actual injuries suffered by the members of the Derivative Wage Statement
22 Class as a result of Defendants' knowing and intentional failure to maintain accurate records for
23 the members of the Derivative Wage Statement Class include but are not limited to:

- 24 a. Confusion over whether they received all wages owed them by Defendants;
25 b. The difficulty and expense of attempting to reconstruct time and pay records;
26 c. Being forced to engage in mathematical computations to analyze whether
27 Defendants' wages in fact compensated for all hours worked;

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1 d. The inability to accurately calculate wage rates complicated by the fact that wage
2 statement information required by Labor Code § 226 is missing;

3 e. That such practice prevents the members of the Derivative Wage Statement Class
4 from being able to effectively challenge information on their wage statements; and/or

5 f. The difficulty and expense of filing and maintaining this lawsuit, and the discovery
6 required to collect and analyze the very information that California law requires.

7 128. Under Labor Code § 226(e), the members of the Derivative Wage Statement Class
8 are entitled to \$50.00 per employee for the initial pay period in which a violation hereunder
9 occurs and \$100.00 per employee for each violation in a subsequent pay period, not exceeding
10 an aggregate penalty of \$4,000.00.

11 129. Under Labor Code § 226(g), the currently-employed members of the Derivative
12 Wage Statement Class are entitled to injunctive relief to ensure Defendants' compliance with
13 Labor Code § 226.

14 130. Under Labor Code §§ 226(e)/(g), the members of the Derivative Wage Statement
15 Class are also entitled to an award of costs and reasonable attorneys' fees.

16 **NINTH CAUSE OF ACTION**

17 **DERIVATIVE VIOLATIONS OF LABOR CODE §§ 201-202**

18 **(On Behalf of the LC 203 Class)**

19 **(Against All Defendants)**

20 131. Plaintiff incorporates by reference and realleges each and every one of the
21 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
22 forth herein.

23 132. Labor Code § 203 provides that if an employer willfully fails to pay, without
24 abatement or reduction, in accordance with Labor Code §§ 201 and 202, any wages of an
25 employee who is discharged or who quits, the wages of the employee shall continue at the same
26 rate, for up to 30 days from the due date thereof, until paid or until an action therefor is
27 commenced.

28 ///

1 133. The members of the Derivative LC 203 Class are no longer employed by
2 Defendants as they were either discharged from or quit Defendants' employ.

3 134. Defendants had a consistent and uniform policy, practice and procedure of willfully
4 failing to pay the earned wages of Defendants' former employees, as set forth above, according
5 to amendment or proof.

6 135. As set forth above, Defendants willfully failed to pay the members of the Derivative
7 LC 203 Class their entire wages due and owing at the time of their termination or within seventy-
8 two hours of their resignation and failed to pay those sums for up to 30 days thereafter.

9 136. Defendants' willful failure to pay wages to the members of the Derivative LC 203
10 Class violates Labor Code § 203 because Defendants knew or should have known wages were
11 due to the members of the Derivative LC 203 Class, as set forth above, but Defendants failed to
12 pay them.

13 137. Thus, the members of the Derivative LC 203 Class are entitled to recovery under
14 Labor Code § 203.

15 **TENTH CAUSE OF ACTION**
16 **PENALTIES UNDER LABOR CODE § 2699**
17 **(On Behalf of the Aggrieved Employees)**
18 **(Against All Defendants)**

19 138. Plaintiff incorporates by reference and realleges each and every one of the
20 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
21 forth herein.

22 139. Under Labor Code § 2699(a) (which provides that any provision of the Labor Code
23 that provides for a civil penalty to be assessed and collected by the LWDA, or any of its
24 departments, divisions, commissions, board agencies or employees, such civil penalties may, as
25 an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of
26 himself or herself and other current or former employees) and Labor Code § 2699(f) (which
27 establishes a civil penalty for violations of all Labor Code provisions except those for which a civil
28 penalty is specifically provided), the aggrieved employees seek recovery of all applicable civil

1 penalties, as follows:

- 2 a. As applicable, for civil penalties under Labor Code § 2699(f), for all violations of
3 the Labor Code except for those for which a civil penalty is specifically provided,
4 in the amount of \$100 for each aggrieved employee per pay period for the initial
5 violation; and \$200 for each aggrieved employee per pay period for each
6 subsequent violation;
- 7 b. As applicable, civil penalties under Labor Code § 558 (in addition to and entirely
8 independent and apart from any other penalty provided in the Labor Code), for
9 violations of Labor Code §§ 500-556, in the amount of \$50 for each underpaid
10 aggrieved employee for each pay period the aggrieved employee was underpaid,
11 and \$100 for each subsequent violation for each underpaid employee for each pay
12 period for which the employee was underpaid;
- 13 c. As applicable, for civil penalties under Labor Code § 1197.1 (in addition to and
14 entirely independent and apart from any other penalty provided in the Labor Code),
15 for violations of Labor Code §§ 1194 and 1197, in the amount of \$100 for each
16 underpaid aggrieved employee for each pay period the aggrieved employee was
17 intentionally underpaid, and \$250 for each subsequent violation for each underpaid
18 aggrieved employees regardless of whether the initial violation was intentionally
19 committed;
- 20 d. As applicable, for civil penalties under Labor Code § 210 (in addition to and
21 entirely independent and apart from any other penalty provided in the Labor Code),
22 for each employee who is/was not paid wages in accordance with Labor Code §§
23 204 and 204b in the amount of a civil penalty of \$100 for each aggrieved employee
24 per pay period for each initial violation, and \$200 for each aggrieved employee per
25 pay period for each subsequent violation;
- 26 e. As applicable, for civil penalties under Labor Code § 226.3 (in addition to and
27 entirely independent and apart from any other penalty provided in the Labor Code),
28 for each violation of Labor Code § 226(a), in the amount of \$250 for each aggrieved

employee per pay period for each violation and \$1,000 for each aggrieved employee per pay period for each subsequent violation;

f. As applicable, for any and all additional civil penalties and sums as provided by the Labor Code and/or other relevant statutes.

140. In addition, Plaintiff Martin Valenzuela Monttes seeks and is entitled to 65% of all penalties obtained under Labor Code § 2699 to be allocated to the LWDA, for education of employers and employees about their rights and responsibilities under the Labor Code, and 35% to Plaintiff Martin Valenzuela Monttes and all other similarly situated aggrieved employees.

141. Further, Plaintiff Martin Valenzuela Monttes is entitled to recover reasonable attorneys' fees and costs under Labor Code §§ 2699(g)(1) and any other applicable statute.

142. Labor Code § 2699.3(a) states in pertinent part: "A civil action by an aggrieved employee pursuant to subdivision (a) or (f) of Section 2699 alleging a violation of any provision listed in Section 2699.5 shall commence only after the following requirements have been met: (1) (A) The aggrieved employee or representative shall give written notice by online filing with the Labor and Workforce Development Agency and by certified mail to the employer of the specific provisions of this code alleged to have been violated including the facts and theories to support the alleged violation."

143. Labor Code § 2699.3(c)(1) states in pertinent part: "A civil action by an aggrieved employee pursuant to subdivision (a) or (f) of Section 2699 alleging a violation of any provision other than those listed in Section 2699.5 or Division 5 (commencing with Section 6300) shall commence only after the following requirements have been met: (1) (A) The aggrieved employee or representative shall give written notice by online filing with the Labor and Workforce Development Agency and by certified mail to the employer of the specific provisions of this code alleged to have been violated, including the facts and theories to support the alleged violation."

144. Here, Plaintiff Martin Valenzuela Monttes's civil action alleges violations of provisions listed in Labor Code § 2699.5 and violations of provisions other than those listed in Labor Code § 2699.5. As such, Labor Code § 2699.3(a) and § 2699.3(c) apply to this action.

145. On February 12, 2026, Plaintiff Martin Valenzuela Monttes complied with Labor

Code § 2699.3(a) and Labor Code § 2699.3(c) in that Plaintiff gave written notice by online filing with the LWDA and by certified mail to Defendants of the specific provisions of the Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.

146. Labor Code § 2699.3(a) further states in pertinent part: “(2)(A) The agency shall notify the employer and the aggrieved employee or representative by certified mail that it does not intend to investigate the alleged violation within 60 calendar days of the postmark date of the notice received pursuant to paragraph (1). Upon receipt of that notice or if no notice is provided within 65 calendar days of the postmark date of the notice given pursuant to paragraph (1), the aggrieved employee may commence a civil action pursuant to Section 2699.”

147. Since providing notice to the LWDA and Defendants of Defendants’ violations, the LWDA has not notified Plaintiff Martin Valenzuela Monttes of its intention to investigate the alleged violations. As such, Plaintiff has complied with Labor Code § 2699.3(a) and has been given authorization therefrom to commence a civil action which includes a cause of action under Labor Code § 2699.

148. Further, as of May 29, 2026, Plaintiff has not received from Defendants written notice by certified mail that the alleged violations have been cured, including a description of actions taken. As such, Plaintiff has complied with Labor Code § 2699.3(c) and has been given authorization therefrom to commence a civil action which includes a cause of action under Labor Code § 2699.

ELEVENTH CAUSE OF ACTION

UNFAIR BUSINESS PRACTICES

(On Behalf of the 17200 Class)

(Against All Defendants)

149. Plaintiff incorporates by reference and realleges each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

150. Business & Professions Code § 17200 provides, in pertinent part, “unfair competition shall mean and include any unlawful, unfair or fraudulent business act.”

1 151. Business & Professions Code § 17205 provides that unless otherwise expressly
2 provided, the remedies or penalties provided for unfair competition “are cumulative to each other
3 and to the remedies or penalties available under all other laws of this state.”

4 152. Business & Professions Code § 17204 provides that an action for any relief from
5 unfair competition may be prosecuted by any person who has suffered injury in fact and has lost
6 money or property as a result of such unfair competition.

7 153. Defendants have engaged in unlawful, unfair and fraudulent business acts or
8 practices prohibited by Business & Professions Code § 17200, including those set forth in the
9 preceding and foregoing paragraphs of the complaint, thereby depriving the members of the 17200
10 Class of the minimum working standards and conditions due to them under the Labor Code and/or
11 the IWC Wage Orders, as specifically described herein.

12 154. Defendants have engaged in unfair business practices in California by practicing,
13 employing and utilizing the employment practices outlined in the preceding paragraphs,
14 specifically, by requiring employees to perform the labor services complained of herein without
15 the requisite compensation.

16 155. Defendants’ use of such practices constitutes an unfair business practice and unfair
17 competition and provides an unfair advantage over Defendants’ competitors.

18 156. Plaintiff has suffered injury in fact and have lost money or property as a result of
19 such unfair competition.

20 157. Plaintiff seeks full restitution from Defendants, as necessary and according to proof,
21 to restore any and all monies withheld, acquired, and/or converted by Defendants by means of the
22 unfair practices complained of herein.

23 158. Further, if Defendants are not enjoined from the conduct set forth above,
24 Defendants will continue to practice, employ, and utilize the employment practices outlined in the
25 preceding paragraphs.

26 159. Therefore, Plaintiff requests that the Court issue a preliminary and permanent
27 injunction prohibiting Defendants from engaging in the foregoing conduct.

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1 160. Plaintiff seeks the appointment of a receiver, as necessary, to establish the total
2 monetary relief sought from Defendants.

3 **PRAYER FOR RELIEF**

4 WHEREFORE, Plaintiff prays:

5 (1) That the Court issue an Order certifying the Classes herein, appointing Plaintiff
6 Martin Valenzuela Monttes as named representative of all others similarly situated, and appointing
7 D.Law, Inc. representing all named plaintiffs as counsel for the members of the Classes;

8 As to the First Cause of Action for Failure to Pay All Wages:

9 (2) For recovery of the unpaid balance of the full amount of the straight time
10 compensation due and owing, according to proof;

11 (3) For liquidated damages on the straight-time portion of uncompensated hours of
12 work (not including the overtime portion thereof), as authorized by Labor Code § 1194.2(a);

13 (4) For recovery of the unpaid balance of the full amount of overtime compensation
14 due and owing, calculated at the appropriate rate and according to proof;

15 (5) For pre-judgment interest as allowed by Labor Code §§ 218.6 and 1194(a) and Civil
16 Code § 3287;

17 (6) For an award of reasonable attorneys' fees and costs under Labor Code §§ 218.5
18 and/or 1194(a);

19 As to the Second Cause of Action for Failure to Pay Overtime Wages:

20 (7) For damages, as set forth in Labor Code § 1194(a) and the IWC Wage Order(s)
21 regarding wages due and owing, according to proof;

22 (8) For pre-judgment interest as allowed by Labor Code §§ 218.6 and 1194(a) and Civil
23 Code § 3287;

24 (9) For an award of reasonable attorneys' fees and costs under Labor Code § 218.5
25 and/or 1194(a);

26 As to the Third Cause of Action for Failure to Pay All Wages Due to Illegal Rounding:

27 (10) For recovery of the unpaid balance of the full amount of the straight time
28 compensation due and owing, according to proof;

(11) For liquidated damages as authorized by Labor Code § 1194.2(a);

(12) For recovery of the unpaid balance of the full amount of overtime compensation due and owing, calculated at the appropriate rate and according to proof;

(13) For pre-judgment interest as allowed by Labor Code §§ 218.6 and 1194(a) and Civil Code § 3287;

(14) For an award of reasonable attorneys' fees and costs under Labor Code §§ 218.5 and/or 1194(a);

As to the Fourth Cause of Action for Failure to Pay Reporting Time Pay:

(15) For recovery of the unpaid balance of the full amount of the unpaid reporting time pay due and owing, according to proof;

(16) For pre-judgment interest as allowed by Labor Code § 218.6 and Civil Code § 3287;

(17) For an award of reasonable attorneys' fees and costs under Labor Code § 218.5;

As to the Fifth Cause of Action for Failure to Provide Meal Periods:

(18) For one hour of pay at the regular rate of compensation for each member of the Meal Period Class for each workday that a meal period was not provided;

(19) For pre-judgment interest as authorized by Labor Code § 218.6 and Civil Code § 3287;

As to the Sixth Cause of Action for Failure to Authorize and Permit Paid Rest Periods:

(20) For one hour of pay at the regular rate of compensation for each member of the Rest Period Class for each workday that a rest period was not provided;

(21) For pre-judgment interest as authorized by Labor Code § 218.6 and Civil Code 3287;

As to the Seventh Cause of Action for Unpaid Reimbursements for Work Expenses:

(22) For recovery of the unpaid balance for all necessary expenditures and losses incurred in direct consequence of the discharge of Defendants' duties;

(23) For interest thereon at the same rate as judgments in civil actions, accruing from the date on which each member of the Reimbursements Class incurred the necessary expenditure or loss, under Labor Code § 2802(b);

(24) For reasonable attorneys' fees and costs under Labor Code § 2802(c);

As to the Eighth Cause of Action for Derivative Failure to Timely Furnish

Accurate Itemized Wage Statements:

(25) For recovery as authorized by Labor Code § 226(e);

(26) For an award of costs and reasonable attorneys' fees under Labor Code §§226(e)/(g);

As to the Ninth Cause of Action for Derivative Violations of Labor Code §§ 201-202:

(27) For recovery as authorized by Labor Code § 203;

As to the Tenth Cause of Action for Penalties Under Labor Code § 2699:

(28) For recovery as authorized by Labor Code § 203;

(29) As applicable, for civil penalties under Labor Code § 2699(f), in addition to and entirely independent and apart from other penalties in the Labor Code and for Labor Code violations without a specific civil penalty, in the amount of \$100 for each aggrieved employee per pay period for each violation, and \$200 for each aggrieved employee per pay period for each subsequent violation.

(30) As applicable, for civil penalties under Labor Code § 558, in addition to and entirely independent and apart from other penalties in the Labor Code, as follows:

- a. For any initial violation, fifty dollars (\$50) for each aggrieved underpaid employee for each pay period for which the employee was underpaid; and
- b. For each subsequent violation, one hundred dollars (\$100) for each aggrieved underpaid employee for each pay period for which the employee was underpaid.

(31) As applicable, for civil penalties under Labor Code § 1197.1, in addition to and entirely independent and apart from other penalties in the Labor Code, as follows:

- a. For any initial violation that is intentionally committed, \$100 for each aggrieved underpaid employee for each pay period for which the employee was underpaid; and
- b. For each subsequent violation, regardless of whether the initial violation is

intentionally committed, \$250 for each aggrieved underpaid employee for each pay period for which the employee was underpaid;

(32) As applicable, for civil penalties under Labor Code § 210, in addition to and entirely independent and apart from other penalties in the Labor Code, in the amount of \$100 for each aggrieved employee per pay period for each violation, and \$200 for each aggrieved employee per pay period for each subsequent violation.

(33) As applicable, for civil penalties under Labor Code § 226.3, in addition to and entirely independent and apart from other penalties in the Labor Code, in the amount of \$250 for each aggrieved employee per pay period for each violation, and \$1,000 for each aggrieved employee per pay period for each subsequent violation.

(34) As applicable, for reasonable attorneys' fees and costs incurred under Labor Code § 2699(g)(1) and any other applicable statute; and

(35) For such relief as this Court may deem just and proper;

As to the Eleventh Cause of Action for Unfair Business Practices:

(36) For an accounting, under administration of Plaintiff and/or the receiver and subject to Court review, to determine the amount to be returned by Defendants, and the amounts to be refunded to members of the Classes who are owed monies by Defendants;

(37) For an Order requiring Defendants to identify each of the members of the Classes by name, home address, home telephone number and, if available, email address;

(38) For an Order requiring Defendants to make full restitution and payment under California law;

(39) For an Order for a preliminary and/or permanent injunction prohibiting Defendants from engaging in the acts complained of herein;

(40) For the creation of an administrative process wherein each injured member of the Classes may submit a claim in order to receive his/her money;

(41) For all other appropriate injunctive, declaratory and equitable relief;

(42) For interest to the extent permitted by law;

(43) For an award of attorneys' fees and costs incurred in the investigation, filing and

1 prosecution of this action under Code of Civil Procedure § 1021.5, Business & Professions Code
2 §§ 17200, et seq., Labor Code § 1194 and/or any other applicable provision of law;

3 As to All Causes of Action:

4 (44) For such relief as this Court may deem just and proper, including reasonable
5 attorneys' fees and costs incurred.

6 **DEMAND FOR JURY TRIAL**

7 Plaintiff hereby demands a trial of his claims by jury to the extent authorized by law.
8

9 Dated: May 29, 2026

D.LAW, INC.

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12 By: 
13 Arsiné Grigoryan, Esq.
14 Aram Boyadjian, Esq.
15 *Attorneys for Plaintiff*
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