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PABLO M. REYES, and all others similarly situated

ELECTRONICALLY FILED

Superior Court of California,

County of San Diego

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Clerk of the Superior Court

By E. Schilawski ,Deputy Clerk

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO – CENTRAL DIVISION
(UNLIMITED JURISDICTION)**

PABLO M. REYES, on behalf of himself and
all others similarly situated, and the general
public, and as an “Aggrieved Employee” on
behalf of other “Aggrieved Employees” under
the Private Attorneys General Act of 2004,

Plaintiff,

vs.

ESQUIRE LANDSCAPE, INC., a California
corporation; and DOES 1 to 25, inclusive,

Defendant(s).

Case No.: 26CU026331C

CLASS ACTION

COMPLAINT FOR:

- 1) Failure to Pay All Wages Earned for All Hours Worked at the Correct Rates of Pay (Lab. Code §§ 510, 1194, 1197, and 1198);
- 2) Failure to Provide Rest Breaks (Lab. Code §§ 226.7 and 1198);
- 3) Failure to Provide Meal Periods (Lab. Code §§ 226.7, 512 and 1198);
- 4) Failure to Indemnify (Lab. Code § 2802)
- 5) Failure to Provide Accurate Itemized Wage Statements (Lab. Code § 226);
- 6) Failure to Pay Wages Owed Every Pay Period (Lab. Code § 204);
- 7) Failure To Pay Wages When Employment Ends (Lab. Code §§ 201–203);
- 8) Civil Penalties (Lab. Code §§ 2698, *et seq.*); and
- 9) Unfair Competition (Bus. & Prof. Code, § 17200q.)

JURY TRIAL DEMANDED

1 Plaintiff, Pablo M. Reyes (hereafter “Plaintiff”), on behalf of himself and all others
2 similarly situated, complains and alleges as follows:

3 **I. INTRODUCTION**

4 1. Plaintiff brings this class and representative action based on alleged violations
5 of the California Labor Code, Industrial Welfare Commission Order Nos. 5-2001 (hereafter
6 “the Wage Order”), and the California Business and Professions Code against ESQUIRE
7 LANDSCAPE, INC. and DOES 1 to 25, inclusive (collectively “ESQUIRE LANDSCAPE” or
8 “Defendants”).

9 2. As set forth in more detail below, Plaintiff alleges that Defendants are liable to
10 him and other similarly situated workers for unpaid wages, statutory penalties, civil penalties,
11 interest, and related relief. These claims are based on Defendants’ failures to:

12 (A) Pay all wages, including minimum, regular, overtime and doubletime
13 wages, earned for all hours worked at the correct rates of pay;

14 (B) Provide all meal periods;

15 (C) Authorize and permit all rest breaks;

16 (D) Pay premium wages for unprovided meal periods;

17 (E) Pay premium wages for unprovided rest breaks;

18 (F) Indemnify for necessary work-related expenditures;

19 (G) Issue only accurate and complete itemized wage statements; and

20 (H) Timely pay wages during and upon termination of employment.

21 Accordingly, Plaintiff now seeks to recover unpaid wages, interest, liquidated damages,
22 restitution, statutory penalties, civil penalties, attorneys’ fees, costs, and related relief through
23 this class and representative action.

24 **II. THE PARTIES**

25 3. Plaintiff Pablo M Reyes is a resident of California. At all relevant times,
26 Plaintiff was an “employee” within the meaning of Title 8 California Code of Regulations
27 Section 11050 and an “Aggrieved Employee” within the meaning of Labor Code Section
28 2699(c).

1 4. At all times mentioned herein, Defendant ESQUIRE LANDSCAPE is and was
2 a California corporation doing business in the county of San Diego, and which employed
3 Plaintiff. As such, it is a citizen of California based on Plaintiff's information and belief.

4 5. Plaintiff is ignorant of the true names, capacities, relationships, and extents of
5 participation in the conduct alleged herein, of the defendants sued as DOES 1-25, inclusive, but
6 is informed and believes and thereon alleges that said defendants are legally responsible for the
7 wrongful conduct alleged herein and therefore sues these defendants by such fictitious names.
8 Plaintiff will amend the Complaint to allege the true names and capacities of the DOE
9 defendants when ascertained.

10 6. Plaintiff is informed and believes and thereon alleges that, at all relevant times
11 herein, all Defendants were the agents, employees and/or servants, masters or employers of the
12 remaining defendants, and in doing the things hereinafter alleged, were acting within the course
13 and scope of such agency or employment, and with the approval and ratification of each of the
14 other Defendants.

15 7. At all relevant times, in perpetrating the acts and omissions alleged herein,
16 Defendants, and each of them, acted pursuant to and in furtherance of a policy, practice, or a
17 lack of a practice which resulted in Defendants not compensating Plaintiff and the other Class
18 Members or otherwise complying with their rights in accordance with applicable California
19 labor laws as alleged herein.

20 8. At all relevant times, in perpetrating the acts and omissions alleged herein,
21 Defendants and each of them acted pursuant to and in furtherance of a policy and/or practice,
22 or lack thereof, which resulted in Defendants not paying Plaintiff and other members of the
23 below-described class in accordance with applicable laws as alleged herein.

24 **III. CLASS ALLEGATIONS**

25 9. This action has been brought and may be maintained as a class action pursuant
26 to California Code of Civil Procedure section 382 because there is a well-defined community
27 of interest among the persons who comprise the readily ascertainable class defined below and
28 because Plaintiff is unaware of any difficulties likely to be encountered in managing this case

1 as a class action.

2 10. **Class Definition:** The Class is defined as follows: All persons Defendants
3 employed in California as hourly, non-exempt employees, at any time during the period
4 beginning four years prior to the filing of this action and ending on the date that final judgment
5 is entered in this action (“Class” or “Class Members”).

6 11. **Reservation of Rights:** Pursuant to Rule of Court 3.765(b), Plaintiff reserves
7 the right to amend or modify the class definition with greater specificity, by further division
8 into subclasses and/or by limitation to particular issues.

9 12. **Numerosity:** The Class Members are so numerous that the individual joinder
10 of each individual Class Member is impractical. While Plaintiff does not currently know the
11 exact number of Class Members, Plaintiff is informed and believes that the actual number
12 exceeds the minimum required for numerosity under California laws.

13 13. **Commonality and Predominance:** Common questions of law and fact exist as
14 to all Class Members and predominate over any questions which affect only individual Class
15 Members. These questions include, but are not limited to:

16 A. Whether Defendants failed to pay all wages earned to Class Members for
17 all hours worked at the correct rates of pay, including minimum, regular, overtime, doubletime,
18 meal period premium and rest period premium wages;

19 B. Whether Defendants failed to provide the Class Members with all meal
20 periods in compliance with California law;

21 C. Whether Defendants failed to authorize and permit the Class Members to
22 take all rest periods in compliance with California law;

23 D. Whether Defendants failed to indemnify the Class Members for the
24 reasonable expenses they incurred during the course of performing their duties;

25 E. Whether Defendants knowingly and intentionally failed to provide the
26 class with accurate and complete itemized wage statements;

27 F. Whether Defendants willfully failed to provide the class with timely
28 wages during and upon termination of employment;

1 G. Whether Defendants engaged in unfair competition within the meaning of
2 Business and Professions Code sections 17200, et seq., with respect to the Class; and

3 H. Whether Class Members are entitled to restitution of money or property
4 that Defendants may have acquired from them through alleged Labor Code violations.

5 14. **Typicality:** Plaintiff's claims are typical of the other Class Members' claims.
6 Plaintiff is informed and believes and thereon alleges that Defendants have a policy and/or
7 practice, or lack thereof, which resulted in Defendants failing to comply with the California
8 Labor Code, the Wage Order, and the Business and Professions Code.

9 15. **Adequacy of Class Representative:** Plaintiff is an adequate class
10 representative in that he has no interests that are adverse to, or otherwise in conflict with, the
11 interests of absent Class Members. Plaintiff is dedicated to vigorously prosecuting this action
12 on behalf of Class Members. Plaintiff will fairly and adequately represent and protect the
13 interests of Class Members.

14 16. **Adequacy of Class Counsel:** Plaintiff's counsel are adequate class counsel in
15 that they have no known conflicts of interest with Plaintiff or absent Class Members, are
16 experienced in class action litigation, and are dedicated to vigorously prosecuting this action
17 on behalf of Plaintiff and absent Class Members.

18 17. **Superiority:** A class action is vastly superior to other available means for fair
19 and efficient adjudication of Class Members' claims and would be beneficial to the parties and
20 the Court. Class action treatment will allow a number of similarly situated persons to
21 simultaneously and efficiently prosecute their common claims in a single forum without the
22 unnecessary duplication of effort and expense that numerous individual actions would entail.
23 In addition, the monetary amounts due to many individual Class Members are likely to be
24 relatively small and would thus make it difficult, if not impossible, for individual Class
25 Members to both seek and obtain relief. Moreover, a class action will serve an important
26 public interest by permitting Class Members to effectively pursue the recovery of monies
27 owed to them. Further, a class action will prevent the potential for inconsistent or
28 contradictory judgments inherent in individual litigation.

1 **IV. STATEMENT OF FACTS**

2 18. Wage Order 5-2001 applies to “all persons employed in the public
3 housekeeping industry,” where “Public Housekeeping Industry” includes “Establishments
4 contracting for development, maintenance or cleaning of grounds...” (Id., §§ 1 & 2(P)(6). At
5 all relevant times during the applicable limitations period, ESQUIRE LANDSCAPE, Plaintiff,
6 and the Class Members were covered by the Wage Order because Plaintiff and the Class
7 Members worked for ESQUIRE LANDSCAPE in landscape maintenance occupations.
8 Accordingly, Plaintiff and the Class Members are entitled to the protections provided under the
9 Wage Orders.

10 19. ESQUIRE LANDSCAPE first began to employ Plaintiff as a maintenance
11 worker on or around September 11, 2005. Throughout his employment, Plaintiff reported to
12 work at 5380 Reservoir Dr, San Diego, CA 92115. Plaintiff generally worked Monday through
13 Friday from approximately 7:00 a.m. to 3:00 p.m. or later. Plaintiff’s latest rate of pay was
14 \$21.50 per hour. Plaintiff’s employment ended on or around May 15, 2025.

15 20. At all relevant times, ESQUIRE LANDSCAPE issued wages to Plaintiff and all
16 of the other Class Members on a semi-monthly basis and paid them by the hour. At all
17 relevant times, ESQUIRE LANDSCAPE classified Plaintiff and all of the other Class
18 Members as non-exempt employees entitled to the protections of the Labor Code and the
19 Wage Order.

20 21. ESQUIRE LANDSCAPE failed to pay Plaintiff and the other Class Members
21 for all time worked or subject to its control. ESQUIRE LANDSCAPE did not maintain a
22 formal clock-in/clock-out system and, as a result, Plaintiff and the other Class Members were
23 not paid for all actual hours worked, including minimum wages. In addition, ESQUIRE
24 LANDSCAPE maintained a policy and practice of rounding down recorded work time and
25 shaving compensable hours. For example, regardless of the number of hours worked in a day,
26 ESQUIRE LANDSCAPE paid Plaintiff and the other Class Members for no more than eight
27 hours per day, as reflected on their paystubs. In addition, to the extent employees such as
28 Plaintiff and others worked through their meal periods and those meal periods were

1 interrupted, they were not compensated for that time, which would be akin to a minimum
2 wage violation. Furthermore, ESQUIRE LANDSCAPE ownership/management, including
3 supervisor Justin Behl and secretary Lisa (last name unknown), would often text or call
4 Plaintiff and the other Class Members about work-related matters before the start of their
5 shifts or after their shifts had ended.

6 22. ESQUIRE LANDSCAPE failed to pay Plaintiff and the Class Members
7 properly-calculated overtime wages even though they worked more than 8 hours per day
8 and/or 40 hours per week throughout their employment. Plaintiff's and the Class Members'
9 actual work hours (including the "off the clock" hours mentioned above) entitled them to
10 overtime compensation. However, ESQUIRE LANDSCAPE did not compensate Plaintiff and
11 the Class Members with the correct amount of overtime. As mentioned above, ESQUIRE
12 LANDSCAPE paid Plaintiff and the other Class Members for no more than eight hours per
13 day regardless of the actual hours worked. It was not company policy to keep accurate track of
14 all hours worked and to pay employees the accurate amount of overtime, especially since the
15 "off the clock" work was not factored into the equation. Furthermore, any incentive payments
16 and/or bonus payments were not factored into employees' regular rate of pay for purposes of
17 deciphering the correct overtime rate of pay. In addition, any bonus and/or incentive payments
18 were not factored into the correct sick pay wages and meal and rest break premium pay per
19 *Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal. 5th 858, 863.

20 23. ESQUIRE LANDSCAPE failed to provide all compliant meal periods and
21 authorize and permit all compliant rest periods to which Plaintiff and the other Class Members
22 were entitled. Plaintiff and the other Class Members were entitled to take off-duty,
23 uninterrupted 30-minute meal periods before the fifth and tenth hours of work and to take
24 uninterrupted 10-minute rest periods for every four hours or major fraction thereof worked.
25 Plaintiff and the other Class Members were not provided compliant rest breaks and were not
26 able to take timely, uninterrupted meal periods before the end of the fifth hour of work. This is
27 so because ESQUIRE LANDSCAPE instructed Plaintiff to take only one combined break per
28 day in lieu of a meal period and two rest breaks, and that break was not always timely, and

1 frequently cut short due to workload demands and interruptions. On information and belief,
2 ESQUIRE LANDSCAPE did not keep track of Plaintiff's and the Class Members' meal
3 periods. Per *Donohue v. AMN Services, LLC*, (2021) 11 Cal.5th 58, where time records do not
4 facially show an employee took a compliant meal period, a rebuttable presumption arises that
5 the employer failed to provide it, giving rise to a meal period violation. On information and
6 belief, ESQUIRE LANDSCAPE did not provide premium wages for these meal and rest break
7 violations; if ESQUIRE LANDSCAPE did provide premium wages, they were not paid at the
8 correct rate, as explained above.

9 24. ESQUIRE LANDSCAPE failed to reimburse Plaintiff and the other Class
10 Members for business expenses they incurred in direct consequence of the discharge of their
11 duties. ESQUIRE LANDSCAPE required Plaintiff and the other Class Members to use their
12 personal vehicles to travel to supply stores to purchase materials and supplies as needed and to
13 use their personal cell phones to communicate with ownership and management regarding
14 work-related matters. However, ESQUIRE LANDSCAPE did not properly and adequately
15 reimburse Plaintiff and the other Class Members gas/mileage expenses and did not provide
16 any reimbursement for their mobile phone use. Accordingly, ESQUIRE LANDSCAPE was in
17 violation of California Labor Code sections 2800 and 2802.

18 25. ESQUIRE LANDSCAPE failed to pay its employees all wages due to them
19 within any time period specified by California Labor Code section 204, including the
20 minimum wages and overtime as described above as well as meal/rest break premiums.

21 26. ESQUIRE LANDSCAPE did not provide Plaintiff and the other Class
22 Members accurate, itemized wage statements in violation of Labor Code 226. Wage
23 statements must include all hours worked, overtime hours worked, all applicable hourly rates,
24 the correct legal name and correct address of employer entity, gross wages earned, all
25 deductions, net wages earned, reimbursement for business expenses, the correct start and end
26 of the applicable pay period, the employee ID numbers or social security numbers, among
27 other items. Labor Code § 226(a)(2). ESQUIRE LANDSCAPE's failure to maintain accurate
28 records as to the hours worked daily by employees also constitutes a violation of Labor Code

1 section 1174(d).

2 27. Finally, because ESQUIRE LANDSCAPE did not properly pay all wages
3 earned as explained herein, ESQUIRE LANDSCAPE also failed to pay final wages owed to
4 the Class Members in violation of Labor Code section 203. These earned but unpaid wages
5 include minimum wages and compensation for all hours worked, overtime compensation,
6 premium pay for missed meal and rest breaks, and business expense reimbursement, among
7 others.

8 28. ESQUIRE LANDSCAPE has also violated Labor Code section 558 and
9 engaged in business practices which violate Business and Professions Code Section 17200.

10 29. For the reasons stated herein, Plaintiff alleges that as a result of Defendants'
11 unlawful practices and policies, Plaintiff and the Class Members were:

- 12 A. Not provided with all off duty meal periods;
- 13 B. Not authorized and permitted to take all rest break periods;
- 14 C. Not paid one hour's pay for each workday in which Defendants failed to
15 authorize and permit them to take one or more timely rest periods;
- 16 D. Not paid one hour's pay for each workday in which Defendants failed to
17 provide them with one or more timely meal periods;
- 18 E. Not paid all wages earned, including, but not limited to, minimum,
19 regular, overtime, and doubletime wages for all work performed;
- 20 F. Not indemnified for all necessary business expenditures incurred during
21 the discharge of their duties;
- 22 G. Not provided with accurate and complete wage statements; and
- 23 H. Not timely paid all earned and unpaid wages during employment and at
24 the time their employment ended.

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1 **FIRST CAUSE OF ACTION**

2 **FAILURE TO PAY ALL WAGES EARNED FOR ALL HOURS WORKED**

3 **AT THE CORRECT RATES OF PAY**

4 **(Lab. Code §§ 510, 1194, 1197, and 1198)**

5 **(By Plaintiff, on behalf of himself and the Class, against all Defendants)**

6 30. Plaintiff incorporates all paragraphs of the Complaint as if fully alleged herein.

7 31. At all relevant times, Plaintiff and the Class Members have been employees of
8 Defendants and entitled to the benefits and protections of California Labor Code §§ 510, 1194,
9 1197, and 1198, and the Wage Order.

10 32. Section 2(K) of the Wage Order defines “hours worked” as “the time during
11 which an employee is subject to the control of an employer, and includes all the time the
12 employee is suffered or permitted to work, whether or not required to do so.”

13 33. Section 3 of the Wage Order states:

14 (A) Daily Overtime - General Provisions

15 (1) The following overtime provisions are applicable to
16 employees 18 years of age or over and to employees 16 or
17 17 years of age who are not required by law to attend
18 school and are not otherwise prohibited by law from
19 engaging in the subject work. Such employees shall not
20 be employed more than eight (8) hours in any workday or
21 more than 40 hours in any workweek unless the employee
22 receives one and one-half (1 ½) times such employee’s
23 regular rate of pay for all hours worked over 40 hours in
24 the workweek. Eight (8) hours of labor constitutes a day’s
25 work. Employment beyond eight (8) hours in any
26 workday or more than six (6) days in any workweek is
27 permissible provided the employee is compensated for
28 such overtime at not less than:

(a) One and one-half (1 ½) times the employee’s
regular rate of pay for all hours worked in excess
of eight (8) hours up to and including 12 hours in
any workday, and for the first eight (8) hours
worked on the seventh (7th) consecutive day of
work in a workweek.

(b) Double the employee’s regular rate of pay for

1 all hours worked in excess of 12 hours in any
2 workday and for all hours worked in excess of
3 eight (8) hours on the seventh (7th) consecutive
4 day of work in a workweek.

5 (c) The overtime rate of compensation required to
6 be paid to a nonexempt full-time salaried
7 employee shall be computed by using the
8 employee's regular hourly salary as one-fortieth
9 (1/40) of the employee's weekly salary.

10 34. Section 4 of the Wage Order requires an employer to pay non-exempt employees
11 at least the minimum wage set forth therein for all hours worked, which consist of all hours that
12 an employer has actual or constructive knowledge that employees are working.

13 35. Labor Code section 510 states:

14 Eight hours of labor constitutes a day's work. Any work in excess of eight hours
15 in one workday and any work in excess of 40 hours in any one workweek and
16 the first eight hours worked on the seventh day of work in any one workweek
17 shall be compensated at the rate of no less than one and one-half times the
18 regular rate of pay for an employee. Any work in excess of 12 hours in one day
19 shall be compensated at the rate of no less than twice the regular rate of pay for
20 an employee. In addition, any work in excess of eight hours on any seventh day
21 of a workweek shall be compensated at the rate of no less than twice the regular
22 rate of pay of an employee. Nothing in this section requires an employer to
23 combine more than one rate of overtime compensation in order to calculate the
24 amount to be paid to an employee for any hour of overtime work.

25 36. California Labor Code § 1194 invalidates any agreement between an employer
26 and an employee to work for less than the minimum wage required under the applicable Wage
27 Order.

28 37. California Labor Code § 1197 makes it unlawful for an employer to pay an
employee less than the minimum wage required under the applicable Wage Order for all hours
worked during a payroll period.

38. California Labor Code § 1198 makes it unlawful for an employer to employ an
employee under conditions that violate the Wage Order.

39. In conjunction, these provisions of the California Labor Code require employers
to pay non-exempt employees no less than their agreed-upon or statutorily mandated wage rates
for all hours worked, including unrecorded hours when the employer knew or reasonably should

1 have known that employees were working during those hours. (*See Morillion v. Royal Packing*
2 *Co.* (2000) 22 Cal.4th 575, 585.)

3 40. With respect to overtime wages, the regular rate of pay under California law
4 must include “all remuneration for employment paid to, on behalf of, the employee.” O.L.
5 2002.06.14 (quoting 29 U.S.C. § 207E). This requirement includes, but is not limited to
6 bonuses. *See, e.g., Huntington Memorial Hosp. v. Superior Court* (2005) 131 Cal. App. 4th 893,
7 904–05. Bonuses must be included in the regular rate whether they are the sole source of the
8 employee’s compensation or are in addition to a guaranteed salary or hourly rate. 29 C.F.R. §§
9 778.117, 778.208. *See Oliver v. Mercy Med. Ctr., Inc.* (9th Cir. 1982) 695 F.2d 379.

10 41. As described above, at all relevant times during the applicable limitations
11 period, Defendants failed to compensate Plaintiff and the Class Members for all hours worked,
12 including, but not limited to minimum, regular, overtime and doubletime for all minimum,
13 regular, overtime and doubletime hours, respectively, that they worked at the correct rates of
14 pay.

15 42. Plaintiff is informed and believes and thereon alleges that, at all relevant times,
16 Defendants maintained a policy and/or practice, or lack thereof, which resulted in Defendants’
17 failure to compensate Plaintiff and the other Class Members for all hours worked at the correct
18 rates of pay as required by California law.

19 **SECOND CAUSE OF ACTION**

20 **FAILURE TO PROVIDE REST BREAKS**

21 **(Lab. Code §§ 226.7 and 1198)**

22 **(By Plaintiff, on behalf of himself and the Class, against all Defendants)**

23 43. Plaintiff incorporates all paragraphs of this Complaint as if fully alleged herein.

24 44. At all relevant times during the applicable limitations period, Plaintiff and the
25 Class Members have been employees of Defendants and entitled to the benefits and
26 protections of California Labor Code §§ 226.7 and 1198, and the Wage Order.

27 45. In relevant part, Labor Code § 1198 states,

28 “The maximum hours of work and the standard conditions of labor
fixed by the commission shall be the maximum hours of work and the

standard conditions of labor for employees. The employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.”

46. In relevant part, Section 12 of the Wage Order states:

Rest Periods:

(A) Every employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. The authorized rest period time shall be based on the total hours worked daily at the rate often (10) minutes net rest time per four (4) hours or major fraction thereof. However, a rest period need not be authorized for employees whose total daily work time is less than three and one-half (3 1/2) hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages.

(B) If an employer fails to provide an employee a rest period in accordance with the applicable provisions of this Order, the employer shall pay the employee one (1) hour of pay at the employee’s regular rate of compensation for each work day that the rest period is not provided.

47. In addition, Labor Code Section 226.7 states

(b) An employer shall not require an employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health.

(c) If an employer fails to provide an employee a meal or rest or recovery period in accordance with a state law, including, but not limited to, an applicable statute or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the employee one additional hour of pay at the employee's regular rate of compensation for each workday that the meal or rest or recovery period is not provided.

48. Pursuant to the Wage Order, Plaintiff and the Class Members were entitled to be provided with net rest breaks of at least ten minutes for each four-hour period of work, or major fraction thereof.

49. Defendants intentionally failed to authorize and permit Plaintiff and the Class

1 Members to take all 10-minute rest periods free from any work duties in accordance with the
2 Wage Order.

3 50. At all relevant times, Defendants failed to authorize and permit Plaintiff and the
4 Class Members to take all timely rest periods. Furthermore, Defendants failed to pay premium
5 wages to Plaintiff and the Class Members for days on which they failed to authorize and
6 permit Plaintiff and the other Class Members to take timely rest periods.

7 51. At all relevant times, Defendants failed to authorize and permit Plaintiff and the
8 Class Members to take ten-minute, paid, duty-free rest breaks every four hours worked or
9 major fraction thereof. Defendants did not seek an exemption from the rest period protections
10 of the Wage Order from the California Division of Labor Standards Enforcement. Moreover,
11 Defendants failed to pay Plaintiff and the Class Members premium wages on workdays they
12 failed to authorize and permit them to take 10-minute rest periods every four hours worked or
13 major fraction thereof.

14 52. Plaintiff is informed and believes and thereon alleges that, at all relevant times
15 within the applicable limitations period, Defendants had a policy, practice, or a lack of a
16 policy which resulted in Defendants not authorizing and permitting Plaintiff and the Class
17 Members to take all rest breaks required by California law.

18 53. Defendants failed to provide Plaintiff with all required rest breaks in
19 accordance with the Wage Order. Plaintiff is informed and believes and thereon alleges that, at
20 relevant times within the applicable limitations period, Defendants had a policy, practice, or a
21 lack of a policy which resulted in Defendants not providing the Class Members with all rest
22 breaks required by California law.

23 54. Defendants failed to pay Plaintiff the additional wages required by California
24 Labor Code § 226.7 for all rest breaks not provided to him. Plaintiff is informed and believes
25 and thereon alleges that, at relevant times within the applicable limitations period, Defendants
26 have maintained a policy, practice, or a lack of a policy which resulted in Defendants not
27 providing the Class Members with additional wages for all rest breaks not provided to them as
28 required by California Labor Code § 226.7.

55. As a result of Defendants' unlawful conduct, Plaintiff and the Class Members have suffered damages in amounts subject to proof to the extent they were not paid additional wages owed for all rest breaks not provided to them.

56. By reason of the above, Plaintiff and the Class Members are entitled to premium wages for workdays in which one or more rest breaks were not provided to them pursuant to California Labor Code § 226.7.

THIRD CAUSE OF ACTION

FAILURE TO PROVIDE MEAL PERIODS

(Lab. Code §§ 226.7, 512, and 1198)

(By Plaintiff, on behalf of himself and the Class, against all Defendants)

57. Plaintiff incorporates all paragraphs of this Complaint as if fully alleged herein.

58. At all relevant times during the applicable limitations period, Plaintiff and the Class Members have been employees of Defendants and entitled to the benefits and protections of California Labor Code §§ 226.7, 512 and 1198, and the Wage Order.

59. In relevant part, Labor Code § 1198 states,

“The maximum hours of work and the standard conditions of labor fixed by the commission shall be the maximum hours of work and the standard conditions of labor for employees. The employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.”

60. In relevant part, Labor Code Section 512 states

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

61. In relevant part, Section 11 of the Wage Order states:

Meal Periods:

(A) No employer shall employ any person for a work period of more than five (5) hours without a meal period of not less than 30 minutes, except that when a work period of not more than six (6) hours will complete the day's work the meal period may be waived by mutual consent of the employer and the employee...

(B) If an employer fails to provide an employee a meal period in accordance with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the meal period is not provided.

62. In relevant part, California Labor Code § 226.7 states:

(b) An employer shall not require an employee to work during a meal or rest period mandated pursuant to an applicable statute, or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health.

(c) If an employer fails to provide an employee a meal period or rest period in accordance with a state law, including, but not limited to, an applicable statute or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the employee one additional hour of pay at the employee's regular rate of compensation for each work day that the meal or rest period is not provided.

63. Pursuant to California Labor Code § 512 and the Wage Order, Plaintiff and the Class Members were entitled to be provided with uninterrupted meal periods of at least 30 minutes for each day they worked five or more hours. Pursuant to California Labor Code § 512, they were also entitled to a second 30-minute meal period when they worked more than ten (10) hours in a workday.

64. As described above, Defendants intentionally failed to provide Plaintiff and the Class Members with all required 30-minute duty free meal periods in accordance with the Wage Order. Furthermore, Defendants failed to pay premium wages for days on which they failed to provide Plaintiff and the other Class Members with timely meal periods.

1 65. Plaintiff is informed and believes and thereon alleges that, at all relevant times
2 within the applicable limitations period, Defendants had a policy, practice, or a lack of a
3 policy which resulted in Defendants not providing the and the Class Members with all off-duty
4 meal periods required by California law.

5 66. As a result of Defendants' unlawful conduct, Plaintiff and the Class Members
6 have suffered damages in amounts subject to proof to the extent they were not paid additional
7 wages owed for all meal periods not provided to them.

8 67. By reason of the above, Plaintiff and the Class Members are entitled to
9 premium wages for workdays in which one or more meal periods were not provided to them
10 pursuant to California Labor Code § 226.7.

11 **FOURTH CAUSE OF ACTION**

12 **FAILURE TO INDEMNIFY**

13 **(Lab. Code §§ 1198 & 2802)**

14 **(By Plaintiff, on behalf of himself and the Class, against all Defendants)**

15 68. Plaintiff incorporates all paragraphs of this Complaint as if fully alleged herein.

16 69. At all relevant times, Plaintiff and the Class Members were employees of
17 Defendants and entitled to the benefits and protections of the California Labor Code §§ 1198
18 and 2802, and the Wage Order.

19 70. In pertinent part, California Labor Code § 2802(a) states: "An employer shall
20 indemnify his or her employee[s] for all necessary expenditures incurred by the employee in
21 direct consequence of the discharge of his or her duties." Additionally, the Wage Order states,

22 (A) When uniforms are required by the employer to be worn by the employee as
23 a condition of employment, such uniforms shall be provided and maintained by
24 the employer.

25 ...

26 (B) When tools or equipment are required by the employer or are necessary to
27 the performance of a job, such tools and equipment shall be provided and
28 maintained by the employer, except that an employee whose wages are at least
two (2) times the minimum wage provided herein may be required to provide
and maintain hand tools and equipment customarily required by the particular
trade or craft in conformity with Labor Code Section 2802.

1 Wage Order, § 9(A) and (B).

2 71. California Labor Code § 1198 prohibits employers from employing their
3 employees under conditions prohibited by the Wage Order.

4 72. As described above, at all relevant times, ESQUIRE LANDSCAPE required
5 Plaintiff and the other Class Members to use their personal vehicles to travel to supply stores to
6 purchase materials and supplies as needed and to use their personal cell phones to communicate
7 with ownership and management regarding work-related matters. However, ESQUIRE
8 LANDSCAPE did not properly and adequately reimburse Plaintiff and the other Class Members
9 gas/mileage expenses and did not provide any reimbursement for their mobile phone use.

10 73. Plaintiff is informed and believes and thereon alleges that, at all relevant times,
11 Defendants have maintained a policy, practice, or a lack of a policy which resulted in
12 Defendants' failure to indemnify Plaintiff and the Class Members for the reasonable expenses
13 they incurred during the course of performing their duties.

14 74. Accordingly, with respect to this cause of action, on behalf of himself and the
15 Class Members, Plaintiff prays for the above stated relief, costs, and all reasonable attorneys'
16 fees pursuant to Labor Code § 2802(c) and as otherwise permitted by law.

17 **FIFTH CAUSE OF ACTION**

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

19 **(California Labor Code Section 226)**

20 **(By Plaintiff, on behalf of himself and the Class, against all Defendants)**

21 75. Plaintiff incorporates all paragraphs of this Complaint as if fully alleged herein.

22 76. Pursuant to California Labor Code § 226(a), Plaintiff and the Class Members
23 were entitled to receive, semi-monthly or at the time of each payment of wages, an accurate
24 itemized statement showing:

25 A. Gross wages earned;

26 B. Total hours worked by the employee, except for any employee whose
27 compensation is solely based on a salary and who is exempt from payment of overtime under
28 subdivision (a) of Section 515 or any applicable order of the Industrial Welfare Commission;

1 C. The number of piece rate units earned and any applicable piece rate if the
2 employee is paid on a piece-rate basis;

3 D. All deductions, provided that all deductions made on written orders of the
4 Employee may be aggregated and shown as one item;

5 E. Net wages earned;

6 F. The inclusive dates of the period for which the employee is paid;

7 G. The name of the employee and his or her social security number, except
8 that by January 1, 2008, only the last four digits of his or her social security number or an
9 employee identification number other than a social security number may be shown on the
10 itemized statement;

11 H. The name and address of the legal entity that is the employer; and

12 I. All applicable hourly rates in effect during the pay period and the
13 corresponding number of hours worked at each hourly rate by the employee.

14 77. Pursuant to California Labor Code § 226, an employee is deemed to suffer
15 injury if the employer fails to provide a wage statement. Also, an employee is deemed to
16 suffer injury if the employer fails to provide accurate and complete information as required by
17 California Labor Code § 226(a) and the employee cannot “promptly and easily determine”
18 from the wage statement alone one or more of the following:

19 A. The amount of the gross wages or net wages paid to the employee during
20 the pay period or any of the other information required to be provided on the itemized wage
21 statement pursuant to California Labor Code § 226(a);

22 B. Which deductions the employer made from gross wages to determine the
23 net wages paid to the employee during the pay period;

24 C. The name and address of the employer and, if the employer is a farm
25 labor contractor, as defined in subdivision (b) of Section 1682 of the California Labor Code, the
26 name and address of the legal entity that secured the services of the employer during the pay
27 period;

28 D. The name of the employee and only the last four digits of his or her social

1 security number or an employee identification number other than a social security number; and

2 E. The number of piece-rate units earned and the piece rate.

3 78. “Promptly and easily determine,” as stated in California Labor Code § 226(e),
4 means a reasonable person would be able to readily ascertain the information without
5 reference to other documents or information.

6 79. As alleged herein, at all relevant times during the applicable limitations period,
7 Defendants violated California Labor Code section 226 because they did not properly and
8 accurately itemize each employee’s gross wages earned, net wages earned, the total hours
9 worked, the corresponding number of hours worked at each rate by the employee and other
10 requirements of California Labor Code section 226. Defendants failed to state in the wage
11 statements they issued to Plaintiff and the other Class Members all their hours worked and
12 wages earned, including, but not limited to, regular and overtime wages for work they
13 performed off-the-clock after clocking-out (as described above). Defendants knowingly and
14 intentionally did not issue either as a detachable part of the check, draft, or voucher paying the
15 employee’s wages, or separately if wages are paid by personal check or cash, statements to
16 Plaintiff and the Class Members that state all overtime wages earned, all minimum wages
17 earned, all regular wages earned, all meal period premium wages earned, all rest break
18 premium wages earned, gross wages earned, net wages earned, all hourly rates, and all hours
19 worked at each rate of pay.

20 80. Defendants’ failure to provide Plaintiff and the other Class Members with
21 accurate wage statements was knowing and intentional. Defendants had the ability to provide
22 Plaintiff and the other Class Members with accurate wage statements but intentionally
23 provided wage statements that Defendants knew were not accurate.

24 81. As a result of being provided with inaccurate wage statements by Defendants,
25 Plaintiff and the other Class Members have suffered injury. Their legal rights to receive
26 accurate wage statements were violated and they were misled about the amount of wages they
27 had actually earned and were owed. In addition, the absence of accurate information on their
28 wage statements prevented immediate challenges to Defendants’ unlawful pay practices, has

1 required discovery and mathematical computations to determine the amounts of wages owed,
2 has caused difficulty and expense in attempting to reconstruct time and pay records and/or has
3 led to the submission of inaccurate information about wages to state and federal government
4 agencies. Further, Plaintiff and the other Class Members were not able to ascertain from the
5 wage statements whether Defendants complied with their obligations under California Labor
6 Code section 226(a).

7 82. Pursuant to California Labor Code § 226(e), Plaintiff and the class are entitled
8 to recover the greater of actual damages, or penalties of fifty dollars (\$50) for the initial pay
9 period in which a violation of California Labor Code § 226(a) occurred and one hundred
10 dollars for each violation of California Labor Code § 226(a) in a subsequent pay period, not to
11 exceed an aggregate penalty of four thousand dollars (\$4,000) per class member, and are also
12 entitled to an award of costs and reasonable attorneys' fees.

13 **SIXTH CAUSE OF ACTION**

14 **FAILURE TO PAY WAGES OWED EVERY PAY PERIOD**

15 **(Lab. Code §§ 204)**

16 **(By Plaintiff, on behalf of himself and the Class, against all Defendants)**

17 83. Plaintiff incorporates all paragraphs of the Complaint as if fully alleged herein.

18 84. California Labor Code Section 204 establishes the fundamental right of all
19 employees in the State of California to be paid wages in a timely fashion for their work.

20 85. At all times relevant during the liability period, Defendant failed to pay
21 Plaintiff and the Class Members the full amount of all owed wages when due as required by
22 California Labor Code Section 204.

23 86. Defendant failed to pay Plaintiff and the Class Members all wages earned each
24 pay period. Plaintiff is informed, believes, and thereon alleges, that all times relevant during the
25 liability period, Defendant maintained a policy or practice of not paying Plaintiff and the Class
26 Members wages for all hours worked, including overtime hours and premium pay for missed
27 rest breaks and meal breaks.

28 87. As a result of Defendant's unlawful conduct, Plaintiff and the Class Members

1 have suffered damages in an amount, subject to proof, to the extent they were not paid all
2 wages each pay period. The precise amount of unpaid wages is not presently known to Plaintiff
3 but can be determined directly from Defendant's records or indirectly based on information
4 from Defendant's records.

5 88. Under this cause of action, Plaintiff prays for penalties on behalf of himself and
6 Class Members due under the statutes alleged along with any allowable interest, penalties,
7 attorney's fees, and costs according to proof at trial.

8 **SEVENTH CAUSE OF ACTION**

9 **FAILURE TO PAY WAGES WHEN EMPLOYMENT ENDS**

10 **(California Labor Code Sections 201-203)**

11 **(By Plaintiff, on behalf of himself and the Class, against all Defendants)**

12 89. Plaintiff incorporates all paragraphs of this Complaint as if fully alleged herein.

13 90. At all relevant times during the applicable limitations period, Plaintiff and the
14 Class have been employees of Defendants and entitled to the benefits and protections of
15 California Labor Code §§ 201–203, and the Wage Order.

16 91. Labor Code § 201 provides that all earned and unpaid wages of an employee
17 who is discharged are due and payable immediately at the time of discharge.

18 92. Labor Code § 202 provides that all earned and unpaid wages of an employee
19 who quits after providing at least 72-hours notice before quitting are due and payable at the
20 time of quitting and that all earned and unpaid wages of an employee who quits without
21 providing at least 72-hours notice before quitting are due and payable within 72 hours.

22 93. Labor Code § 203 provides that the wages of an employee continue on a daily
23 basis as a penalty for up to 30 days where an employer willfully fails to timely pay earned and
24 unpaid wages to the employee in accordance with Labor Code § 201 or § 202.

25 94. The Defendants failed to pay Plaintiff and all of the other Class Members
26 whose employment ended all of the earned but unpaid wages described above by the
27 conclusion of their employment with Defendants, including minimum wages, regular wages,
28 overtime wages, unprovided meal period premium wages, and unprovided rest break premium

1 wages. Additionally, the Defendants failed to issue to Plaintiff and all of the other Class
2 members whose employment ended their final paychecks within the required time periods.

3 95. By failing to pay such earned wages to Plaintiff and the Class Members,
4 Defendants failed to timely pay them all earned and unpaid wages in violation of Labor Code
5 § 201 or § 202.

6 96. Plaintiff is informed and believes that Defendants' failures to timely pay
7 Plaintiff and the Class Members all of their earned and unpaid wages (described above) have
8 been willful in that, at all relevant times, Defendants have deliberately maintained policies and
9 practices that violate the requirements of the Labor Code and the Wage Order, even though at
10 all relevant times, they have had the ability to comply with those legal requirements.

11 97. Pursuant to Labor Code § 203, Plaintiffs seeks waiting time penalties on behalf
12 of himself and the Class, in amounts subject to proof not to exceed 30 days of waiting time
13 penalties for each Class Member.

14 **EIGHTH CAUSE OF ACTION**

15 **CIVIL PENALTIES**

16 **(Lab. Code §§ 2698, *et seq.*)**

17 **(By Plaintiff and the Aggrieved Employees against all Defendants)**

18 98. Plaintiff incorporates all paragraphs of this Complaint as if fully alleged herein.

19 99. The "Aggrieved Employees" are all members of the Class defined above who
20 Defendants employed during the period beginning February 6, 2025 and ending on the date
21 that final judgment is entered in this action.

22 100. Labor Code § 204 states

23 (a) All wages, other than those mentioned in Section 201, 201.3, 202, 204.1,
24 or 204.2, earned by any person in any employment are due and payable twice
25 during each calendar month, on days designated in advance by the employer as
26 the regular paydays. Labor performed between the 1st and 15th days, inclusive,
27 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. ...

(b) (1) Notwithstanding any other provision of this section, all wages

1 earned for labor in excess of the normal work period shall be paid no later than
2 the payday for the next regular payroll period.

3 (2) An employer is in compliance with the requirements of subdivision (a)
4 of Section 226 relating to total hours worked by the employee, if hours worked
5 in excess of the normal work period during the current pay period are itemized
6 as corrections on the paystub for the next regular pay period. Any corrections set
7 out in a subsequently issued paystub shall state the inclusive dates of the pay
8 period for which the employer is correcting its initial report of hours worked.

9 (c) However, when employees are covered by a collective bargaining
10 agreement that provides different pay arrangements, those arrangements shall
11 apply to the covered employees.

12 (d) The requirements of this section shall be deemed satisfied by the
13 payment of wages for weekly, biweekly, or semimonthly payroll if the wages
14 are paid not more than seven calendar days following the close of the payroll
15 period.

16 101. Defendants paid wages to employees on regular intervals. Defendants,
17 however, failed to pay Plaintiff on such intervals for all wages earned and all hours worked.
18 On information and belief, Plaintiff alleges that Defendants also failed to pay the Aggrieved
19 Employees on such intervals for all wages earned and all hours worked.

20 102. Labor Code section 1174, which also pertains to recordkeeping, states:

21 Every person employing labor in this state shall

22 ...

23 (c) Keep a record showing the names and addresses of all employees employed
24 and the ages of all minors.

25 (d) Keep, at a central location in the state or at the plants or establishments at
26 which employees are employed, payroll records showing the hours worked
27 daily by and the wages paid to, and the number of piece-rate units earned by
28 and any applicable piece rate paid to, employees employed at the respective
 plants or establishments. These records shall be kept in accordance with rules
 established for this purpose by the commission, but in any case shall be kept on
 file for not less than three years. An employer shall not prohibit an employee

1 from maintaining a personal record of hours worked, or, if paid on a piece-rate
2 basis, piece-rate units earned.

3 103. Defendants failed to compensate Plaintiff and all of the other Aggrieved
4 Employees for all hours worked at the correct rates of pay, including all minimum wages
5 earned, all regular wages earned, all overtime wages earned, all doubletime wages earned, all
6 meal period premium wages earned, all rest break premium wages earned, gross wages earned,
7 net wages earned, and related compensation. As a result, Defendants have failed to accurately
8 maintain all records required by section 1174 and the Wage Order, including but not limited to
9 Plaintiff and all of the other Aggrieved Employees' total hours worked, total wages paid, and
10 applicable hourly rates during each payroll period.

11 104. During the applicable time period, Defendants violated California Labor Code
12 §§ 201, 202, 203, 204, 226, 226.7, 510, 512, 558, 1174, 1194, 1197, 1198, and 2802.

13 105. California Labor Code §§ 2699(a) and (g) authorize an aggrieved employee, on
14 behalf of themselves and other current or former employees, to bring a civil action to recover
15 civil penalties pursuant to the procedures specified in California Labor Code § 2699.3.

16 106. Pursuant to California Labor Code §§ 2699(a) and (f), Plaintiff and the Class
17 Members are entitled to recover civil penalties for each of the Defendants' violations of
18 California Labor Code §§ 201, 202, 203, 204, 226, 226.7, 510, 512, 558, 1174, 1194, 1197,
19 1198, and 2802 during the applicable limitations period in the following amounts:

20 A. For violations of California Labor Code § 204, one hundred dollars
21 (\$100.00) for each Aggrieved Employee for each initial violation and two hundred dollars
22 (\$200.00) for each Aggrieved Employee for each subsequent violation (penalty amounts
23 established by California Labor Code § 210).

24 B. For violations of California Labor Code § 226(a), two hundred fifty
25 dollars (\$250.00) for each Aggrieved Employee for initial violation and one thousand dollars
26 (\$1,000.00) for each Aggrieved Employee for each subsequent violation (penalty amounts
27 established by California Labor Code § 226.3).

28 C. For violations of California Labor Code §§ 510 and 512, fifty dollars

1 (\$50.00) for each Aggrieved Employee for initial violation and one hundred dollars (\$100.00)
2 for each Aggrieved Employee for each subsequent violation (penalty amounts established by
3 California Labor Code § 558).

4 D. For violations of California Labor Code § 1174, five hundred dollars
5 (\$500.00) for each Aggrieved Employee for each violation (penalty amounts established by
6 California Labor Code § 1174.5).

7 E. For violations of California Labor Code § 1197, one hundred dollars
8 (\$100.00) for each Aggrieved Employee for each initial and intentional violation and two
9 hundred fifty dollars (\$250.00) for each Aggrieved Employee for each subsequent violation,
10 per pay period (regardless of whether the initial violations were intentionally committed)
11 (penalty amounts established by California Labor Code § 1197.1).

12 F. For violations of California Labor Code §§ 201, 202, 203, 226.7, 1194,
13 1198, 1771, and 2802, one hundred dollars (\$100.00) for each Aggrieved Employee per pay
14 period for each initial violation and two hundred dollars (\$200.00) for each Aggrieved
15 Employee per pay period for each subsequent violation (penalty amounts established by
16 California Labor Code § 2699(f)(2)).

17 107. Plaintiff has complied with the procedures for bringing suit specified in
18 California Labor Code § 2699.3. By letter dated February 6, 2026, Plaintiff filed written notice
19 online with the Labor and Workforce Development Agency (“LWDA”) and gave written notice
20 by certified mail to Defendants of the specific provisions of the California Labor Code alleged
21 to have been violated, including the facts and theories to support the alleged violations. Plaintiff
22 accompanied his LWDA notice with a fee in the amount of \$75.00. The LWDA has failed to
23 take action in response within 65 calendar days of the date of Plaintiff’s notice, but Plaintiff
24 anticipates that the LWDA will provide written notice to Plaintiff informing him that it does
25 not intend to investigate these allegations.

26 108. Pursuant to California Labor Code § 2699(g), Plaintiff and the Aggrieved
27 Employees are entitled to an award of civil penalties and reasonable attorney’s fees and costs in
28 connection with their claims for civil penalties.

1 **NINTH CAUSE OF ACTION**

2 **UNFAIR COMPETITION**

3 **(Bus. & Prof. Code §§ 17200, *et seq.*)**

4 **(By Plaintiff, on behalf of himself and the Class, against all Defendants)**

5 109. Plaintiff incorporates all paragraphs of this Complaint as if fully alleged herein.

6 110. At all relevant times during the applicable limitations period, Plaintiff and the
7 Class Members have been employees of Defendants and entitled to the benefits and
8 protections of the Business and Professions Code §§ 17200, *et seq.*

9 111. The unlawful conduct of Defendants alleged herein amounts to and constitutes
10 unfair competition within the meaning of California Business & Professions Code §§ 17200,
11 *et seq.* Due to their unfair and unlawful business practices alleged herein, Defendants have
12 unfairly gained a competitive advantage over other comparable companies doing business in
13 California that comply with their legal obligations to compensate employees for all earned
14 wages.

15 112. As a result of Defendants' unfair competition as alleged herein, Plaintiff and
16 the Class Members have suffered injuries in fact and lost money or property. Plaintiff and the
17 Class Members were deprived of minimum wages, regular wages, overtime wages, missed
18 meal period premium wages, missed rest period premium wages, gas, mileage, mobile phone,
19 and other expenses, and comparable money and property.

20 113. Pursuant to California Business & Professions Code § 17203, Plaintiff and the
21 Class Members are entitled to restitution of all monies rightfully belonging to them that
22 Defendants did not pay them or otherwise retained by means of their unlawful and unfair
23 business practices.

24 114. Plaintiff and the Class Members are entitled to reasonable attorneys' fees in
25 connection with their unfair competition claims pursuant to California Code of Civil
26 Procedure § 1021.5, the substantial benefit doctrine and/or the common fund doctrine.

27 ///

28 ///

1 **V. PRAYER FOR RELIEF**

2 115. WHEREFORE, Plaintiff, on behalf of himself and the Class Members, prays
3 for relief and judgment against Defendants as follows:

4 A. An order that the action be certified as a class action with respect to Plaintiff's claims for
5 violations of California law;

6 B. An order that Plaintiff be appointed class representative;

7 C. An order that counsel for Plaintiff be appointed class counsel;

8 D. Unpaid wages, including minimum, regular, overtime, double-time, split shift, vacation,
9 missed meal period, missed rest period, nonproductive time, rest and recovery time, and
10 reporting time wages;

11 E. Liquidated damages;

12 F. Statutory penalties, including waiting time penalties;

13 G. Civil penalties;

14 H. Restitution;

15 I. Declaratory relief;

16 J. Actual damages;

17 K. Pre-judgment interest;

18 L. Costs of suit;

19 M. Reasonable attorneys' fees; and

20 N. Such other relief as the Court deems just and proper.

21 **VI. DEMAND FOR JURY TRIAL**

22 Plaintiff, on behalf of himself and all other Class Members, hereby demands a jury trial
23 on all issues so triable.

24 Dated: May 13, 2026

MM LAW, APC

25 By Maralle Messrelian
26 Maralle Messrelian, Esq.
27 Attorneys for Plaintiff,
28 PABLO M. REYES, and all others
similarly situated