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SUPERIOR COURT OF THE STATE OF CALIFORNIA**FOR THE COUNTY OF LOS ANGELES, CENTRAL DISTRICT**BRANDON PALMER, an individual and on
behalf of all others similarly situated;

Plaintiff,

vs.

FIXINS SOUL KITCHEN, LOS ANGELES
LLC, a California limited liability company;
FIXINS SACRAMENTO, LLC, a California
limited liability company; SEVEN
MANAGEMENT, INC., a California
corporation; and DOES 1 through 50,

Defendants.

Case No.: 23STCV23987

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

- (1) **MINIMUM WAGE VIOLATIONS**
(LABOR CODE §§ 1182.12, 1194,
1194.2, 1197);
- (2) **OVERTIME WAGE VIOLATIONS**
(LABOR CODE §§ 204, 510, 1194,
1198);
- (3) **MEAL PERIOD VIOLATIONS**
(LABOR CODE §§ 226.7, 512, 558);
- (4) **REST PERIOD VIOLATIONS**
(LABOR CODE §§ 226.7, 516, 558);
- (5) **WAGE STATEMENT PENALTIES**
(LABOR CODE § 226);
- (6) **WAITING TIME PENALTIES**
(LABOR CODE §§ 201-203);
- (7) **FAILURE TO REIMBURSE
NECESSARY BUSINESS EXPENSES**
(LABOR CODE § 2802);
- (8) **UNFAIR COMPETITION (BUS &
PROF CODE §§ 17200, et seq.);**
- (9) **FAILURE TO PERMIT
INSPECTION OF EMPLOYMENT**

**RECORDS (LABOR CODE §§ 1198.5
& 226(b)); and
(10) CIVIL PENALTIES UNDER THE
CALIFORNIA PRIVATE
ATTORNEYS GENERAL ACT
(LABOR CODE §§ 2698, *et seq.*)**

DEMAND FOR JURY TRIAL

Plaintiff BRANDON PALMER (“Plaintiff”), on behalf of himself and all others similarly situated, hereby brings this First Amended Class and Representative Action Complaint (“Complaint”) against Defendants FIXINS SOUL KITCHEN, LOS ANGELES LLC, a California limited liability company; FIXINS SACRAMENTO, LLC, a California limited liability company; SEVEN MANAGEMENT, INC., a California corporation; and DOES 1 to 50 inclusive (collectively “Defendants”), and on information and belief alleges as follows:

JURISDICTION AND VENUE

1. Plaintiff, on behalf of himself and all others similarly situated, hereby brings this Complaint for recovery of unpaid wages and penalties under California Business and Professions Code § 17200, *et seq.*, Labor Code §§ 201-204, 221, 223, 224, 226, 226.7, 246, 351, 432, 510, 512, 516, 558, 1182.12, 1194, 1194.2, 1197, 1198, 1198.5, 2802, 2698, *et seq.*, and Industrial Welfare Commission (“IWC”) Wage Order 5-2001 (“Wage Order 5”), in addition to seeking injunctive relief, declaratory relief, and restitution. This Complaint is brought pursuant to California Code of Civil Procedure § 382. This Court has jurisdiction over Defendants’ violations of the Labor Code because the amount in controversy exceeds \$25,000.

2. Venue is proper in this judicial district because Defendants maintain offices, have agents, and/or transact business in the State of California, including Los Angeles County, and some of the acts and omissions complained of herein occurred in Los Angeles County. Furthermore, Plaintiff was employed by Defendants within Los Angeles County.

PARTIES

3. Plaintiff is, and at all times relevant herein was, an individual over the age of eighteen (18) and is a California resident. Within the statute of limitations periods applicable to

1 each cause of action pled herein, Plaintiff was employed by Defendants as a non-exempt employee.
2 Plaintiff was, and is, a victim of Defendants' policies, practices, and/or customs complained of
3 herein and has been deprived of the rights guaranteed by Business and Professions Code § 17200, *et*
4 *seq.*, Labor Code §§ 201-204, 221, 223, 224, 226, 226.7, 246, 351, 432, 510, 512, 516, 558,
5 1182.12, 1194, 1194.2, 1197, 1198, 1198.5, 2802, 2698, *et seq.*, and Wage Order 5.

6 4. Plaintiff is informed and believes, and based thereon alleges, that during the
7 applicable statute of limitations for each cause of action pled herein and continuing to the present,
8 Defendants engage in and continue to engage in business, and employed Plaintiff and other,
9 similarly-situated non-exempt employees within Los Angeles County, and the State of California
10 and, therefore, were (and are) doing business in Los Angeles County and the State of California.

11 5. Plaintiff does not know the true names or capacities, whether individual, partner, or
12 corporate, of the defendants sued herein as DOES 1 to 50, inclusive, and for that reason, said
13 defendants are sued under such fictitious names, and Plaintiff will seek leave from this Court to
14 amend this Complaint when such true names and capacities are discovered. Plaintiff is informed,
15 and believes, and based thereon alleges, that each of said fictitious defendants, whether individual,
16 partners, or corporate, was responsible in some manner for the acts and omissions alleged herein,
17 and proximately caused Plaintiff, the Classes (as defined below), and Aggrieved Employees (as
18 defined below) to be subject to the unlawful employment practices, wrongs, injuries, and damages
19 complained of herein.

20 6. At all times herein mentioned, each of said Defendants participated in the doing of
21 the acts hereinafter alleged to have been done by the named Defendant; and furthermore,
22 Defendants, and each of them, were the agents, servants, and employees of each of the other
23 defendants, as well as the agents of all Defendants, and at all times herein mentioned, were acting
24 within the course and scope of said agency and employment.

25 7. Plaintiff is informed and believes, and based thereon alleges, that at all times
26 material hereto, each of the Defendants named herein was the agent, employee, alter ego and/or
27 joint venturer of, or working in concert with each of the other co-Defendants and was acting within
28 the course and scope of such agency, employment, joint venture, or concerted activity. To the extent

1 said acts, conduct, and omissions were perpetrated by certain Defendants, each of the remaining
2 Defendants confirmed and ratified said acts, conduct, and omissions of the acting Defendants.

3 8. At all times herein mentioned, Defendants, and each of them, were members of, and
4 engaged in, a joint venture, partnership, and common enterprise, and acting within the course and
5 scope of, and in pursuance of, said joint venture, partnership, and common enterprise.

6 9. At all times herein mentioned, the acts and omissions of various Defendants, and
7 each of them, concurred and contributed to the various acts and omissions of each and all of the
8 other Defendants in proximately causing the injuries and damages as herein alleged.

9 **FACTUAL ALLEGATIONS**

10 10. Defendants own and operate two restaurants in Los Angeles and Sacramento,
11 California under the brand "Fixins." Plaintiff has been employed by Defendants as a non-exempt
12 busser since approximately May 1, 2023.

13 11. Throughout Plaintiff's employment with Defendants, Defendants' timekeeping
14 and/or payroll policies and practices resulted in Plaintiff and other non-exempt employees not being
15 compensated for all hours actually worked. Plaintiff and other non-exempt employees regularly
16 worked more than eight hours in a workday or 40 hours in a workweek. Defendants required
17 Plaintiff and other non-exempt employees to perform work before their scheduled shifts, after their
18 scheduled shifts, and/or during off-the-clock meal breaks, and failed to compensate employees for
19 this time. Defendants also manipulated the time punches of Plaintiff and other non-exempt
20 employees and engaged in unlawful time-shaving to avoid paying wages for all hours they worked,
21 including overtime. Defendants compensated Plaintiff and other non-exempt employees who
22 worked at the Los Angeles restaurant an hourly rate of \$16.04 from July 1, 2023 through August 4,
23 2023, which was below the Los Angeles minimum wage in violation of Labor Code section 1197.
24 Upon information and belief, Defendants also failed to incorporate multiple rates of pay and/or all
25 non-discretionary remuneration, including Tip Makeup, into the regular rate of pay. As a result,
26 Plaintiff and other non-exempt employees were not compensated for all earned minimum and
27 overtime wages.

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1 12. Defendants failed to provide Plaintiff and other non-exempt employees with all
2 legally compliant meal periods due to Defendants' meal period policies/practices, which have
3 frequently resulted in late (commencing after the fifth hour of work), short (less than 30 minutes),
4 and/or missed meal periods. Plaintiff and other non-exempt employees were not able to take their
5 legally compliant meal breaks due to work demands imposed by Defendants. Upon information and
6 belief, Defendants do not keep accurate records of Plaintiff's and other non-exempt employees'
7 hours worked, including accurate time records showing when employees take their meal periods.
8 Defendants also manipulated the time punches of Plaintiff and other non-exempt employees to give
9 the appearance they took compliant meal periods. On those occasions when Plaintiff and other non-
10 exempt employees were not provided with all legally compliant meal periods to which they were
11 entitled, Defendants failed to compensate Plaintiff and other non-exempt employees with the
12 required meal period premium(s) for each workday there was a meal period violation as mandated
13 by Labor Code § 226.7. Upon information and belief, Defendants maintained no mechanism for the
14 payment of meal period premium payments as required by Labor Code § 226.7 in the event that a
15 legally compliant meal period was not provided to their non-exempt employees.

16 13. Plaintiff and other non-exempt employees were not authorized and permitted to take
17 all required rest periods due to Defendants' unlawful rest period policies/practices, which failed to
18 authorize and permit a net 10-minute rest period for every four hours worked, or major fraction
19 thereof. Plaintiff and other non-exempt employees were not able to take their legally compliant rest
20 breaks due to work demands imposed by Defendants and disciplined employees for taking
21 compliant rest periods. Additionally, although Plaintiff and other non-exempt employees
22 occasionally worked shifts in excess of 10 hours, Plaintiff and other non-exempt employees were
23 not authorized and permitted a third rest period during shifts in excess of 10 hours. On those
24 occasions when Plaintiff and other non-exempt employees were not authorized and permitted to
25 take all legally compliant rest periods to which they were entitled, Defendants failed to compensate
26 them with the required rest period premium(s) for each workday there was a rest period violation as
27 mandated by Labor Code § 226.7. Upon information and belief, Defendants maintained no
28 mechanism for the payment of rest period premium payments as required by Labor Code § 226.7, in

1 the event that a legally compliant rest period was not authorized and permitted to their non-exempt
2 employees.

3 14. Upon information and belief, Defendants violated Labor Code § 246 by failing to
4 incorporate multiple rates of pay and/or all non-discretionary remuneration, including Tip Makeup,
5 into the paid sick leave pay rate.

6 15. As a result of Defendants' failure to pay all minimum and overtime wages, failure to
7 pay all meal and rest period premium wages, and unlawful timekeeping and payroll practices as
8 alleged above, Defendants maintained inaccurate payroll records and issued inaccurate wage
9 statements to Plaintiff and other non-exempt employees. Defendants also issued wage statements to
10 Plaintiff and other non-exempt employees that stated the wrong name of the legal entity that was
11 their employer, such as "Fixins LA." As a further result of Defendants' failure to pay all minimum
12 and overtime wages, sick leave wages, and meal and rest period premium wages, Defendants failed
13 to timely pay all final wages to former non-exempt employees upon their separation of employment
14 from Defendants.

15 16. Additionally, Defendants required Plaintiff and other non-exempt employees to
16 download an app called "Homebase" for work-related communications on their personal
17 cellphones. Despite requiring employees to incur these necessary business expenses, Defendants
18 failed to reimburse Plaintiff and other non-exempt employees for the cost of their cellphone usage.

19 17. Labor Code sections 221, 223, and 224 protect employees against unlawful
20 deductions of their earned wages, including tip and incentive wages. Labor Code section 221
21 provides: "It shall be unlawful for any employer to collect or receive from an employee any part of
22 wages theretofore paid by said employer to said employee." Labor Code Section 223 provides:
23 "Where any statute or contract requires an employer to maintain the designated wage scale, it shall
24 be unlawful to secretly pay a lower wage while purporting to pay the wage designated by statute or
25 by contract." Labor Code section 224 authorizes certain deductions that an employee "expressly
26 authorize[s] in writing," but forbids deductions that amount to a "rebate or deduction from the
27 standard wage . . . pursuant to wage agreement or statute." Labor Code section 351 prohibits an
28 employer and its agents from sharing in or keeping any portion of a gratuity left for or given to one

1 or more employees by a patron. Furthermore, it is illegal for employers to make wage deductions
2 from gratuities, or from using gratuities as direct or indirect credits against an employee's wages.
3 The law further states that gratuities are the sole property of the employee or employees to whom
4 they are given. During the relevant time period, Defendants failed to pay 5% of servers' gross sales
5 to greeters, bussers/runners, and kitchen staff and 5% of servers' alcohol sales to bartenders in
6 accordance with Defendants' written policies.

7 18. On August 31, 2023, Plaintiff submitted a request for inspection or copy of his
8 personnel file, payroll and time records, and all documents he signed relating to the obtaining or
9 holding of employment under Labor Code §§ 226(b), 432, and 1198.5 to Defendants via certified
10 mail. As of the date of this Complaint, Defendants have failed to permit Plaintiff to inspect or copy
11 his employment records.

12 **CLASS ACTION ALLEGATIONS**

13 19. **Class Definitions:** Plaintiff brings this action on behalf of himself and the following
14 Classes pursuant to § 382 of the California Code of Civil Procedure:

- 15 a. Minimum Wage Class: All current and former non-exempt employees of Defendants
16 in the State of California who were subject to Defendants' timekeeping policies
17 and/or practices, during the four years immediately preceding the filing of this action
18 through the present.
- 19 b. Overtime Class: All current and former non-exempt employees of Defendants in the
20 State of California who worked more than eight hours per day and/or 40 hours per
21 week and were subject to Defendants' timekeeping policies and/or practices, during
22 the four years immediately preceding the filing of this action through the present.
- 23 c. Meal Period Class: All current and former non-exempt employees of Defendants in
24 the State of California who: (i) worked at least one shift in excess of 5.0 hours;
25 and/or (ii) worked at least one shift in excess of 10.0 hours, during the four years
26 immediately preceding the filing of this action through the present.
- 27 d. Rest Period Class: All current and former non-exempt employees of Defendants in
28 the State of California who worked at least one shift of 3.5 or more hours, during the

four years immediately preceding the filing of this action through the present.

- e. Wage Statement Class: All current and former non-exempt employees of Defendants in the State of California who received a wage statement, during the one year immediately preceding the filing of this action through the present.
- f. Waiting Time Penalty Class: All of Defendants' formerly employed members of the Minimum Wage Class, Overtime Class, Rest Period Class, and/or Meal Period Class during the three years immediately preceding the filing of this action through the present.
- g. Expense Reimbursement Class: All current and former non-exempt employees of Defendants in the State of California who were not reimbursed for all necessary business expenses, during the four years immediately preceding the filing of this action through the present.
- h. Tip Pool Class: All current and former non-exempt employees of Defendants in the State of California who were subject to Defendants' 5% gross sales tip pool policies and/or practices, during the four years immediately preceding the filing of this action through the present.

20. **Numerosity/Ascertainability**: The members of the Classes are so numerous that joinder of all members would be impractical, if not impossible. The membership of the Classes is unknown to Plaintiff at this time; however, it is estimated that the members of the Classes number greater than 50 individuals. The identity of such membership is readily ascertainable via inspection of Defendants' employment records, including payroll records.

21. **Common Questions of Law and Fact Predominate/Well-Defined Community of Interest**: There are predominant common questions of law and fact as to Plaintiff and members of the Classes, which predominate over questions affecting only individual members including, without limitation to:

- a. Whether Defendants properly paid all overtime wages to members of the Overtime Class;

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- b. Whether Defendants paid at least the minimum wage for all hours worked to members of the Minimum Wage Class;
- c. Whether Defendants provided all legally compliant meal periods or paid meal period premium wages due to members of the Meal Period Class pursuant to Labor Code §§ 226.7 and 512;
- d. Whether Defendants authorized and permitted all legally compliant rest periods or paid all rest period premium wages due to members of the Rest Period Class pursuant to Labor Code §§ 226.7 and 516;
- e. Whether Defendants furnished legally compliant wage statements to members of the Wage Statement Class pursuant to Labor Code § 226;
- f. Whether Defendants reimbursed members of the Expense Reimbursement Class for all necessary business expenses pursuant to Labor Code § 2802;
- g. Whether Defendants pay all wages in accordance with Defendants' 5% tip pool policy pursuant to Labor Code §§ 221, 223, 224, and 351; and
- h. Whether Defendants timely paid all final wages to members of the Waiting Time Class at the time of their separation of employment pursuant to Labor Code §§ 201 and 202.

These common questions of law and fact set forth above are numerous and substantial and stem from Defendants' policies and/or practices applicable to each individual class member. As such, the common questions predominate over individual questions concerning each individual class member's showing as to their eligibility for recovery or as to the amount of their damages.

22. **Typicality:** The claims of Plaintiff are typical of the claims of the Classes because Plaintiff was employed by Defendants as a non-exempt employee in California during the statute(s) of limitations period applicable to each cause of action pled in the Complaint. As alleged herein, Plaintiff, like the members of the Classes, was not paid all minimum and overtime wages owed due to Defendants' timekeeping policies/practices, was not provided all required meal periods, was not authorized and permitted all rest periods, did not receive premium pay for non-compliant meal and rest periods, was not paid all final wages upon separation of employment, was not provided with

1 accurate, compliant, itemized wage statements, paid all tips pursuant to Defendants' written
2 policies, and was not reimbursed for all necessary business expenses.

3 23. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps
4 to represent fairly and adequately the interests of the members of the Classes. Moreover, Plaintiff's
5 attorneys are ready, willing and able to fully and adequately represent the members of the Classes
6 and Plaintiff. Plaintiff's attorneys have litigated numerous wage-and-hour class actions in state and
7 federal courts in the past and are committed to vigorously prosecuting this action on behalf of the
8 members of the Classes.

9 24. **Superiority:** The Labor Code is broadly remedial in nature and serves an important
10 public interest in establishing minimum working conditions and standards in California. These laws
11 and labor standards protect the average working employee from exploitation by employers who
12 have the responsibility to follow the laws and who may seek to take advantage of superior economic
13 and bargaining power in setting onerous terms and conditions of employment. The nature of this
14 action and the format of laws available to Plaintiff and members of the Classes make the class
15 action format a particularly efficient and appropriate procedure to redress the violations alleged
16 herein. If each employee were required to file an individual lawsuit, Defendants would necessarily
17 gain an unconscionable advantage since they would be able to exploit and overwhelm the limited
18 resources of each individual plaintiff with their vastly superior financial and legal resources.

19 25. Moreover, requiring each member of the Class(es) to pursue an individual remedy
20 would also discourage the assertion of lawful claims by employees who would be disinclined to file
21 an action against their former and/or current employers for real and justifiable fear of retaliation and
22 permanent damages to their careers at subsequent employment. The claims of the individual
23 members of the Class are not sufficiently large to warrant vigorous individual prosecution
24 considering all of the concomitant costs and expenses attending hereto.

25 26. Furthermore, the prosecution of separate actions by the individual class members,
26 even if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications
27 with respect to the individual class members against Defendants herein; and which would establish
28 potentially incompatible standards of conduct for Defendants; and/or legal determinations with

1 respect to individual class members which would, as a practical matter, be dispositive of the interest
2 of the other class members not parties to adjudications or which would substantially impair or
3 impede the ability of the class members to protect their interests. As such, the Classes identified
4 hereinabove are maintainable as classes under § 382 of the Code of Civil Procedure.

5 **FIRST CAUSE OF ACTION**

6 **MINIMUM WAGE VIOLATIONS**

7 **(Against All Defendants)**

8 27. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
9 fully set forth herein.

10 28. Labor Code §§ 1182.12, 1197, and Wage Order 5, § 4 establish the right of
11 employees to be paid minimum wages for all hours worked, in amounts set by state or local law.
12 Labor Code §§ 1194(a) and 1194.2(a) provide that an employee who has not been paid the legal
13 minimum wage as required by Labor Code § 1197 may recover the unpaid balance together with
14 attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid
15 wages and interest accrued thereon. At all relevant times herein, Defendants failed to conform their
16 pay practices to the requirements of the law by failing to pay Plaintiff and members of the
17 Minimum Wage Class for all hours worked, including, but not limited to, all hours they were
18 subject to the control of Defendants and/or suffered or permitted to work under the Labor Code and
19 Wage Order 5.

20 29. Labor Code § 1198 makes unlawful the employment of an employee under
21 conditions that the IWC prohibits. California Labor Code § 1194(a) and 1194.2(a) provide that an
22 employer who has failed to pay its employees the legal minimum wage is liable to pay those
23 employees the unpaid balance of the unpaid wages as well as liquidated damages in an amount
24 equal to the wages due and interest thereon.

25 30. As a consequence of Defendants' non-payment of minimum wages, Plaintiff and
26 members of the Minimum Wage Class seek recovery of the balance of unpaid wages, including
27 interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor Code §§
28 218.6, 558, 1194, 1194.2, and 1199, Code of Civil Procedure § 1021.5; and Civil Code §§ 3287 and

1 3289.

2 **SECOND CAUSE OF ACTION**
3 **OVERTIME WAGE VIOLATIONS**
4 **(Against All Defendants)**

5 31. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
6 fully set forth herein.

7 32. This cause of action is brought pursuant to Labor Code §§ 204, 510, 1194, 1198, and
8 Wage Order 5, § 3, which provide that non-exempt employees are entitled to all overtime wages
9 and compensation for all overtime hours worked and provide a private right of action for the failure
10 to pay all overtime compensation for overtime work performed.

11 33. At all times relevant herein, Defendants were required to properly compensate non-
12 exempt employees, including Plaintiff and members of the Overtime Class, for all overtime hours
13 worked pursuant to Labor Code § 1194 and Wage Order 5. Wage Order 5, § 3 requires an employer
14 to pay an employee one and one-half (1½) times and two times the employee's regular rate of pay
15 for overtime and double time hours work. Defendants caused Plaintiff and members of the Overtime
16 Class to work overtime hours but failed to compensate these employees for all overtime hours
17 actually worked.

18 34. As a consequence of Defendants' non-payment of overtime wages, Plaintiff and
19 members of the Overtime Class seek recovery of the balance of unpaid overtime wages, including
20 interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor Code §§
21 204, 210, 216, 218.6, 510, 1194, and 1198; Code of Civil Procedure § 1021.5; and Civil Code §§
22 3287 and 3289.

23 **THIRD CAUSE OF ACTION**
24 **MEAL PERIOD VIOLATIONS**
25 **(Against All Defendants)**

26 35. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
27 fully set forth herein.

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36. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed in their affirmative obligation to provide all of their non-exempt employees in California, including Plaintiff and members of the Meal Period Class, with all legally compliant meal periods in accordance with the mandates of the Labor Code and Wage Order 5, § 11.

37. Despite Defendants' violations, Defendants did not pay an additional hour of pay to Plaintiff and members of the Meal Period Class at their respective regular rates of compensation, in accordance with California Labor Code §§ 204, 210, 226.7, and 512.

38. As a consequence of Defendants' unlawful meal period practices, Plaintiff and members of the Meal Period Class seek recovery of unpaid premium wages for meal period violations including interest thereon, statutory penalties, and costs of suit, pursuant to Labor Code §§ 226.7, 512, 558, Wage Order 5, and Civil Code §§ 3287 and 3289.

FOURTH CAUSE OF ACTION

REST PERIOD VIOLATIONS

(Against All Defendants)

39. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though fully set forth herein.

40. Labor Code §§ 226.7, 516, 558, and Wage Order 5, § 12 and establish the right of employees to be provided with a rest period of at least 10 minutes for each four-hour period worked, or major fraction thereof. Plaintiff is informed and believes, and based thereon alleges, that despite Defendants' failure to authorize and permit Plaintiff and members of the Rest Period Class to take all legally compliant rest periods as alleged herein, Defendants did not pay these individuals an additional hour of pay at their respective regular rate for the rest periods that they failed to authorize and permit them to take, as required by Labor Code § 226.7.

41. As a consequence of Defendants' unlawful rest period practices, Plaintiff and members of the Rest Period Class seek recovery of unpaid premium wages for rest period violations including interest thereon, statutory penalties, and costs of suit, statutory penalties, attorneys' fees, and costs of suit according to Labor Code §§ 226.7, 516, 558, Wage Order 5, and Civil Code §§ 3287 and 3289.

FIFTH CAUSE OF ACTION
WAGE STATEMENT PENALTIES
(Against All Defendants)

42. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though fully set forth herein.

43. Plaintiff is informed and believes, and based thereon alleges, that Defendants knowingly and intentionally, as a matter of uniform policy and practice, failed to furnish Plaintiff and members of the Wage Statement Class with accurate and complete, itemized wage statements that included, among other requirements, all hours worked, total gross wages earned, all rates of pay and corresponding number of hours worked, total net wages earned, inclusive dates of the pay period, and/or the correct name and address of the legal entity that is the employer in violation of Labor Code § 226.

44. Defendants' failure to furnish Plaintiff and members of the Wage Statement Class with accurate and complete, itemized wage statements resulted in actual injury, as said failures led to, among other things, the non-payment of minimum and overtime wages and meal and rest period premium wages owed and deprived them of the information necessary to identify the discrepancies in Defendants' reported payroll data.

45. As a consequence of Defendants' unlawful wage statement practices, Plaintiff and members of the Wage Statement Class seek damages and/or statutory penalties, reasonable attorneys' fees, and costs of suit according to California Labor Code § 226.

SIXTH CAUSE OF ACTION
WAITING TIME PENALTIES
(Against All Defendants)

46. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though fully set forth herein.

47. This cause of action is brought pursuant to Labor Code §§ 201-203, which require an employer to pay all wages immediately at the time of separation of employment in the event the employer discharges the employee or the employee provides at least 72 hours of notice of their

1 intent to quit. In the event the employee provides less than 72 hours of notice of their intent to quit,
2 said employee's wages become due and payable not later than 72 hours upon said employee's last
3 date of employment.

4 48. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed
5 to timely pay members of the Waiting Time Class all final wages due to them at their separation
6 from employment, including unpaid minimum and overtime wages as well as unpaid meal and rest
7 period premium wages.

8 49. Furthermore, Plaintiff is informed and believes, and based thereon alleges, that as a
9 matter of uniform policy and practice, Defendants continue to fail to pay members of the Waiting
10 Time Class all earned wages at the end of employment in a timely manner pursuant to the
11 requirements of Labor Code §§ 201-202.

12 50. Defendants' failure to pay all final wages was willful within the meaning of Labor
13 Code § 203. Defendants' willful failure to timely pay members of the Waiting Time Class their
14 earned wages upon separation from employment results in continued payment of daily wages up to
15 thirty days from the time the wages were due.

16 51. As a consequence of Defendants' unlawful practices, Plaintiff and members of the
17 Waiting Time Class seek statutory penalties, and costs of suit according to California Labor Code §
18 203.

19 **SEVENTH CAUSE OF ACTION**

20 **FAILURE TO REIMBURSE NECESSARY BUSINESS EXPENSES**

21 **(Against All Defendants)**

22 52. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
23 fully set forth herein.

24 53. At all relevant times herein, Defendants were subject to Labor Code § 2802, which
25 states that "an employer shall indemnify his or her employees for all necessary expenditures or
26 losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his
27 or obedience to the directions of the employer."

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54. Defendants violated Labor Code § 2802 by failing to reimburse Plaintiff and members of the Expense Reimbursement Class all necessary business expenses they incurred in the performance of their job duties.

55. As a consequence of Defendants' unlawful practices, Plaintiff and members of the class seek recovery of unreimbursed business expenses, including interest thereon, reasonable attorneys' fees, and costs of suit pursuant to Labor Code § 2802.

EIGHTH CAUSE OF ACTION

UNFAIR COMPETITION

(Against All Defendants)

56. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though fully set forth herein.

57. Defendants have engaged and continue to engage in unfair and/or unlawful business practices in California in violation of Business and Professions Code § 17200, *et seq.*, by:

- a. failing to pay Plaintiff and members of the Minimum Wage Class all minimum wages due;
- b. failing to pay Plaintiff and members of the Overtime Class all overtime wages due;
- c. failing to provide Plaintiff and members of the Meal Period Class with all meal periods to which they are entitled, and failing to pay them all meal period premium wages due;
- d. failing to authorize and permit Plaintiff and members of the Rest Period Class all rest periods to which they are entitled, and failing to pay them all rest period premium wages due;
- e. failing to issue accurate and itemized wage statements to Plaintiff and members of the Wage Statement Class;
- f. failing to timely pay all final wages to Plaintiff and members of the Waiting Time Penalty Class;
- g. failing to pay all wages promised from Defendants' written 5% tip pool policy to Plaintiff and members of the Tip Pool Class; and

1 h. failing to reimburse all necessary business expenses to Plaintiff and members of the
2 Expense Reimbursement Class.

3 58. Defendants' utilization of these unfair and/or unlawful business practices deprived
4 Plaintiff and continues to deprive members of the Classes of compensation to which they are legally
5 entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage over
6 Defendants' competitors who have been and/or are currently employing workers and attempting to
7 do so in honest compliance with applicable wage and hour laws.

8 59. Because Plaintiff is a victim of Defendants' unfair and/or unlawful conduct alleged
9 herein, Plaintiff for himself and on behalf of the members of the Classes, seeks full restitution of
10 monies, as necessary and according to proof, to restore any and all monies withheld, acquired
11 and/or converted by Defendants pursuant to Business and Professions Code §§ 17203 and 17208.

12 60. The acts complained of herein occurred within the last four years immediately
13 preceding the filing of the Complaint in this action.

14 **NINTH CAUSE OF ACTION**

15 **FAILURE TO PERMIT INSPECTION OF EMPLOYMENT RECORDS**

16 **(Against All Defendants)**

17 61. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
18 fully set forth herein.

19 62. Labor Code § 226 requires an employer to "afford current and former employees the
20 right to inspect or copy records pertaining to their employment" within 21 calendars from the date
21 of the request; provides that "a failure by an employer to permit a current or former employee to
22 inspect or copy records within the time set forth . . . entitles the current or former employee . . . to
23 recover a seven-hundred-fifty-dollar (\$750) penalty from the employer"; and authorizes recovery of
24 attorneys' fees and costs.

25 63. Labor Code § 1198.5 requires an employer to "make the contents of . . . personnel
26 records available for inspection to the current or former employee, or his or her representative, at
27 reasonable intervals and at reasonable times, but not later than 30 calendar days from the date the
28 employer receives a written request . . ."; provides that the failure to comply with this statute

1 entitles the employee to recover a penalty of \$750; and authorizes recovery of attorneys' fees and
2 costs.

3 64. Defendants failed to permit Plaintiff to inspect or copy records pertaining to her
4 employment in violation of Labor Code §§ 226 and 1198.5. As a consequence of Defendants'
5 unlawful practices, Plaintiff and seek statutory penalties, attorneys' fees, and costs of suit according
6 to Labor Code §§ 226 and 1198.5.

7 **TENTH CAUSE OF ACTION**

8 **PRIVATE ATTORNEYS GENERAL ACT**

9 **(Against All Defendants)**

10 65. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as though
11 fully set forth herein.

12 66. Plaintiff, an "aggrieved employee" within the meaning of Labor Code § 2698, *et*
13 *seq.*, acting on behalf of himself and other aggrieved employees (collectively, "Aggrieved
14 Employees"), brings this representative action against Defendants to recover the civil penalties due
15 to Plaintiff and other Aggrieved Employees, and the State of California according to proof pursuant
16 to Labor Code § 558 and § 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial
17 violation for each failure to pay each employee and \$200 for each subsequent violation or willful or
18 intentional violation pursuant to Labor Code § 210 for each failure to pay each employee, plus 25%
19 of the amount unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each
20 subsequent violation pursuant to Labor Code § 558 per employee per pay period; (3) \$100 for each
21 initial violation and \$250 for each subsequent violation pursuant to Labor Code § 1197.1 per
22 employee per pay period; (4) \$250 for each initial violation and \$1,000 for each subsequent
23 violation pursuant to Labor Code § 226.3 per employee per pay period; (5) pursuant to Labor Code
24 section 256, a civil penalty in an amount not exceeding 30 days per former employee as waiting
25 time under the terms of Labor Code § 203; and/or (6) \$100 for each initial violation and \$200 for
26 each subsequent violation per employee per pay period for those violations of the Labor Code for
27 which no civil penalty is specifically provided, based on the following Labor Code violations:

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- a. Failing to pay minimum wages for all hours worked to Aggrieved Employees in violation of Labor Code § 558, 1182.12, 1194, 1194.2, 1197, and 1198;
- b. Failing to pay Aggrieved Employees all earned overtime compensation in violation of Labor Code §§ 204, 510, 558, 1194, and 1198;
- c. Failing to provide all legally required meal periods, and failure to pay meal period premium wages, to Aggrieved Employees at the regular rate of compensation in violation of Labor Code §§ 226.7, 512, 558, and 1198;
- d. Failing to authorize and permit all legally required rest periods, and failure to pay rest period premium wages, to Aggrieved Employees at the regular rate of compensation in violation of Labor Code §§ 226.7, 516, 558, and 1198;
- e. Failing to furnish Aggrieved Employees with complete, accurate, itemized wage statements in violation of Labor Code § 226;
- f. Failing to timely pay all final wages and compensation earned by Aggrieved Employees at the time of separation in violation of Labor Code §§ 201-202;
- g. Failure to reimburse Aggrieved Employees for all necessary business expenses in violation of Labor Code § 2802;
- h. Failing to pay Aggrieved Employees all wages due in accordance with their 5% tip pool policy in violation of Labor Code §§ 221, 223, 224, and 351;
- i. Failing to pay Aggrieved Employees all earned wages at least twice during each calendar month in violation of Labor Code § 204;
- j. Failing to permit Aggrieved Employees to inspect and copy their personnel records in violation of Labor Code §§ 226, 432, and 1198.5; and
- k. Failing to maintain accurate records on behalf of Aggrieved Employees in violation of Labor Code §§ 1174 and 1198.

67. On or about August 31, 2023, Plaintiff notified Defendants via certified mail, and notified the California Labor and Workforce Development Agency (“LWDA”) via its website, of Defendants’ violations of the Labor Code and Plaintiff’s intent to bring a claim for civil penalties under Labor Code § 2698, *et seq.* with respect to the violations of the Labor Code identified in the

preceding paragraph. Now that sixty-five (65) days have passed from Plaintiff notifying Defendants and the LWDA of these violations, the LWDA has not provided notice that it intends to investigate the violations, and Defendants failed to cure any curable violations, Plaintiff has exhausted administrative requirements for bringing a claim under the Private Attorneys General Act with respect to these violations.

68. Plaintiff has incurred attorneys' fees and costs, which Plaintiff is entitled to receive under California Labor Code § 2699(g).

PRAYER FOR RELIEF

WHEREFORE, Plaintiff prays for judgment for himself and for all others on whose behalf this suit is brought against Defendants, as follows:

1. For an order certifying the proposed Classes;
2. For an order appointing Plaintiff as representative of the Classes;
3. For an order appointing Counsel for Plaintiff as Counsel for the Classes;
4. Upon the First Cause of Action, for payment of minimum wages, liquidated damages, and penalties according to proof pursuant to Labor Code §§ 1182.12, 1194, 1194.2, and 1197;
5. Upon the Second Cause of Action, for payment of overtime wages and penalties according to proof pursuant to Labor Code §§ 204, 510, 558, 1194, and 1198;
6. Upon the Third Cause of Action, for meal period premium wages according to proof pursuant to Labor Code §§ 226.7, 512, and 558;
7. Upon the Fourth Cause of Action, for rest period premium wages according to proof pursuant to Labor Code §§ 226.7, 516, and 558;
8. Upon the Fifth Cause of Action, for statutory penalties pursuant to Labor Code § 226;
9. Upon the Sixth Cause of Action, for statutory penalties pursuant to Labor Code § 203;
10. Upon the Seventh Cause of Action, for unreimbursed business expenses according to proof pursuant to Labor Code § 2802;

1 11. Upon the Eighth Cause of Action, for restitution to Plaintiff and members of the
2 Classes of all money and/or property unlawfully acquired by Defendants by means of any acts or
3 practices declared by this Court to be in violation of Business and Professions Code §§ 17200, *et*
4 *seq.*;

5 12. Upon the Ninth Cause of Action, for statutory penalties pursuant to Labor Code §§
6 226 and 1198.5.

7 13. Upon the Tenth Cause of Action, for civil penalties due to Plaintiff, other Aggrieved
8 Employees, and the State of California according to proof pursuant to Labor Code §§ 558 and
9 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial violation for each failure to
10 pay each employee and \$200 for each subsequent violation or willful or intentional violation
11 pursuant to Labor Code § 210 for each failure to pay each employee, plus 25% of the amount
12 unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each subsequent violation
13 pursuant to Labor Code § 558 per employee per pay period; (3) \$100.00 for each initial violation
14 and \$250.00 for each subsequent violation pursuant to Labor Code § 1197.1 per employee per pay
15 period; (4) \$250.00 for each initial violation and \$1,000.00 for each subsequent violation pursuant
16 to Labor Code § 226.3 per employee per pay period; (5) pursuant to Labor Code section 256, a civil
17 penalty in an amount not exceeding 30 days per former employee as waiting time under the terms of
18 Labor Code § 203; and/or (6) \$100.00 for each initial violation and \$200 for each subsequent
19 violation per employee per pay period for those violations of the Labor Code for which no civil
20 penalty is specifically provided;

21 14. Prejudgment interest on all due and unpaid wages pursuant to Labor Code § 218.6
22 and Civil Code §§ 3287 and 3289;

23 15. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§
24 218.5, 226, 1194, 2699(g), and Code of Civil Procedure § 1021.5; and

25 16. For such other and further relief, the Court may deem just and proper.

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