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DENNIS BULLARD

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF CONTRA COSTA

DENNIS BULLARD individually, and on
behalf of other members of the general
public similarly situated;

Plaintiff,

vs.

APTIVE ENVIRONMENTAL, LLC, a Utah
Limited Liability Company; APTIVE
ENVIRONMENTAL GP, LLC, a California
Limited Liability Company; and DOES 1
through 100, inclusive,

Defendants.

Case No.: C23-01524

Assigned for all purposes to Hon. Charles
S. Treat, Dept. 12

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (1) Violation of California Labor
Code §§ 510 And 1198 (Unpaid
Overtime)
- (2) Violation of California Labor
Code §§ 226.7 And 512(A)
(Unpaid Meal Period Premiums)
- (3) Violation of California Labor
Code § 226.7 (Unpaid Rest Period
Premiums)
- (4) Violation of California Labor
Code §§ 1194, 1197 And 1197.1
(Unpaid Minimum Wages)
- (5) Violation of California Labor
Code §§ 201, 202 And 203 (Final
Wages Not Timely Paid)

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- (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment)
- (7) Violation of California Labor Code § 226(A) (Non-Complaint Wage Statements)
- (8) Violation of California Labor Code § 1174 (D) (Failure to Keep Requisite Payroll Records)
- (9) Violation of California Labor Code §§ 2800 and 2802 (Failure to Reimburse Business Expenses)
- (10) Violation of California Business And Professions Code § 17200, Et Seq.
- (11) Violation of California Labor Code § 2699, Et Seq. (Private Attorneys General Act)

Action Filed: June 21, 2023
Trial Date: Not set

1 Plaintiff DENNIS BULLARD (“Plaintiff”) individually and on behalf of other similarly
2 situated current and former employees of Defendant APTIVE ENVIRONMENTAL, LLC, and
3 Defendant APTIVE ENVIRONMENTAL GP, LLC, (“Defendants”), based upon facts that
4 either have evidentiary support or are likely to have evidentiary support after a reasonable
5 opportunity for further investigation and discovery, alleges as follows:

6 **JURISDICTION AND VENUE**

7 1. This class action is brought pursuant to the California Code of Civil Procedure
8 section 382. The monetary damages and restitution sought by Plaintiff exceeds the minimal
9 jurisdiction limits of the Superior Court and will be established according to proof at trial.

10 2. Plaintiff’s First through Tenth Causes of Action are brought as a class action on
11 behalf of himself and similarly situated current and former employees of Defendants (hereinafter
12 collectively referred to as the “Class” or “Class Members”, as defined more fully in paragraph
13 14, below) pursuant to California Code of Civil Procedure section 382. The monetary damages
14 and restitution sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court
15 and will be established according to proof at trial.

16 3. Plaintiff’s Eleventh Cause of Action is brought as a representative action on behalf
17 of himself and certain other current and former employees of Defendants against whom one or
18 more of the alleged violations was committed (hereinafter collectively referred to as the
19 “Aggrieved Employees”) pursuant to California Labor Code sections 2698, et seq. Plaintiff is
20 an aggrieved employee against whom one or more of the alleged violations occurred. The civil
21 penalties sought by Plaintiff exceed the minimal jurisdiction limits of the Superior Court and
22 will be established according to proof at trial.

23 4. This Court has jurisdiction over this action pursuant to the California Constitution,
24 Article VI, Section 10, which grants the superior court "original jurisdiction in all other causes"
25 except those given by statute to other courts. The statutes under which this action is brought do
26 not specify any other basis for jurisdiction.

27 5. This Court has jurisdiction over Defendant because, upon information and belief,
28 Defendant is a citizen of California, has sufficient minimum contacts in California, or otherwise
intentionally avails itself of the California market so as to render the exercise of jurisdiction over

1 it by California courts consistent with traditional notions of fair play and substantial justice.

2 6. Venue is proper in this Court because, upon information and belief, Defendant
3 maintains offices, has agents, employ individuals, and/or transact business in the State of
4 California, County of Contra Costa. The majority of acts and omissions alleged herein relating
5 to Plaintiff and the other class members took place in the State of California, including the
6 County of Contra Costa.

7 **PARTIES**

8 7. Plaintiff DENNIS BULLARD is an individual residing in the State of California.

9 8. Defendant APTIVE ENVIRONMENTAL, LLC, at all times therein mentioned,
10 was and is, upon information and belief, a Utah limited liability company and, at all times herein
11 mentioned, whose employees are engaged in work throughout the State of California, including
12 the County of Contra Costa.

13 9. Defendant APTIVE ENVIRONMENTAL GP, LLC, at all times therein
14 mentioned, was and is, upon information and belief, a California limited liability company and,
15 at all times herein mentioned, whose employees are engaged in work throughout the State of
16 California, including the County of Contra Costa.

17 10. At all relevant times, Defendant APTIVE ENVIRONMENTAL, LLC, and
18 Defendant APTIVE ENVIRONMENTAL GP, LLC, were the “employer” of Plaintiff within
19 the meaning of all applicable California laws and statutes.

20 11. At all times herein relevant, Defendant APTIVE ENVIRONMENTAL, LLC, and
21 Defendant APTIVE ENVIRONMENTAL GP, LLC, and DOES 1 through 100, and each of
22 them, were the agents, partners, joint venturers, joint employers, representatives, servants,
23 employees, successors-in-interest, co-conspirators and/or assigns, each of the other, and at all
24 times relevant hereto were acting within the course and scope of their authority as such agents,
25 partners, joint venturers, joint employers, representatives, servants, employees, successors, co-
26 conspirators and/or assigns, and all acts or omissions alleged herein were duly committed with
27 the ratification, knowledge, permission, encouragement, authorization and/or consent of each
28 defendant designated as a DOE herein.

12. The true names and capacities, whether corporate, associate, individual or
otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiff who sues said

defendants by such fictitious names. Plaintiff is informed and believes, and based on that information and belief alleges, that each of the defendants designated as a DOE is legally responsible for the events and happenings referred to in this Complaint, and unlawfully caused the injuries and damages to Plaintiff and the other class members as alleged in this Complaint. Plaintiff will seek leave of court to amend this Complaint to show the true names and capacities when the same have been ascertained.

13. Defendant APTIVE ENVIRONMENTAL, LLC, and Defendant APTIVE ENVIRONMENTAL GP, LLC., and DOES 1 through 100 will hereinafter collectively be referred to as "Defendants."

14. Plaintiff further alleges that Defendants directly or indirectly controlled or affected the working conditions, wages, working hours, and conditions of employment of Plaintiff and the other class members so as to make each of said Defendants employers liable under the statutory provisions set forth herein.

CLASS ACTION ALLEGATIONS

15. Plaintiff bring this action on his own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under California Code of Civil Procedure section 382.

16. The proposed class is defined as follows:

All current and former hourly-paid and non-except employees who worked for any of the Defendants within the State of California at any time during the period from four years preceding the filing of Plaintiff's original Complaint to final judgment.

17. Plaintiff reserves the right to establish subclasses as appropriate.

18. The class is ascertainable and there is a well-defined community of interest in the litigation:

a. Numerosity: The class members are so numerous that joinder of all class members is impracticable. The membership of the entire class is unknown to Plaintiff at this time; however, the class is estimated to be greater than one hundred (100) individuals and the identity of such membership is readily ascertainable by inspection of Defendants' employment records.

b. Typicality: Plaintiff's claims are typical of all other class members' as

1 demonstrated herein. Plaintiff will fairly and adequately protect the interests
2 of the other class members with whom he has a well-defined community of
3 interest.

4 c. Adequacy: Plaintiff will fairly and adequately protect the interests of each
5 class member, with whom he has a well-defined community of interest and
6 typicality of claims, as demonstrated herein. Plaintiff has no interest that is
7 antagonistic to the other class members. Plaintiff's attorneys, the proposed
8 class counsel, are versed in the rules governing class action discovery,
9 certification, and settlement. Plaintiff has incurred, and during the pendency
10 of this action will continue to incur, costs and attorneys' fees, that have been,
11 are, and will be necessarily expended for the prosecution of this action for the
12 substantial benefit of each class member.

13 d. Superiority: A class action is superior to other available methods for the fair
14 and efficient adjudication of this litigation because individual joinder of all
15 class members is impractical.

16 e. Public Policy Considerations: Certification of this lawsuit as a class action will
17 advance public policy objectives. Employers of this great state violate
18 employment and labor laws every day. Current employees are often afraid to
19 assert their rights out of fear of direct or indirect retaliation. However, class
20 actions provide the class members who are not named in the complaint
21 anonymity that allows for the vindication of their rights.

22 19. There are common questions of law and fact as to the class members that
23 predominate over questions affecting only individual members. The following common
24 questions of law or fact, among others, exist as to the members of the class:

- 25 a. Whether Defendants' failure to pay wages, without abatement or reduction, in
26 accordance with the California Labor Code, was willful;
27 b. Whether Defendants' had a corporate policy and practice of failing to pay their
28 hourly-paid or non-exempt employees within the State of California for all hours
worked and missed (short, late, interrupted, and/or missed altogether) meal
periods and rest breaks in violation of California law;

- 1 c. Whether Defendants required Plaintiff and the other class members to work over
2 eight (8) hours per day and/or over forty (40) hours per week and failed to pay
3 the legally required overtime compensation to Plaintiff and the other class
4 members;
- 5 d. Whether Defendants deprived Plaintiff and the other class members of meal
6 and/or rest periods or required Plaintiff and the other class members to work
7 during meal and/or rest periods without compensation;
- 8 e. Whether Defendants failed to pay minimum wages to Plaintiff and the other
9 class members for all hours worked;
- 10 f. Whether Defendants failed to pay all wages due to Plaintiff and the other class
11 members within the required time upon their discharge or resignation;
- 12 g. Whether Defendants failed to timely pay all wages due to Plaintiff and the other
13 class members during their employment;
- 14 h. Whether Defendants complied with wage reporting as required by the California
15 Labor Code; including, *inter alia*, section 226;
- 16 i. Whether Defendants kept complete and accurate payroll records as required by
17 the California Labor Code, including, *inter alia*, section 1174(d);
- 18 j. Whether Defendants' conduct was willful or reckless;
- 19 k. Whether Defendants engaged in unfair business practices in violation of
20 California Business & Professions Code section 17200, et seq.;
- 21 l. The appropriate amount of damages, restitution, and/or monetary penalties
22 resulting from Defendants' violation of California law; and
- 23 m. Whether Plaintiff and the other class members are entitled to compensatory
24 damages pursuant to the California Labor Code.

GENERAL ALLEGATIONS

25 20. At all relevant times set forth herein, Defendants employed Plaintiff and other
26 persons as hourly-paid or non-exempt employees within the State of California, including the
27 County of Contra Costa.

28 21. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-
exempt employee in the State of California, County of Contra Costa.

1 22. Defendants hired Plaintiff and the other class members and Aggrieved Employees,
2 classified them as hourly-paid or non-exempt employees, and failed to compensate them for all
3 hours worked and missed meal periods and/or rest breaks.

4 23. Defendants had the authority to hire and terminate Plaintiff and the other class
5 members and Aggrieved Employees, to set work rules and conditions governing Plaintiff's and
6 the other class members' and Aggrieved Employees' employment, and to supervise their daily
7 employment activities.

8 24. Defendants exercised sufficient authority over the terms and conditions of
9 Plaintiff's and other class members' and Aggrieved Employees' employment for them to be
10 joint employers of Plaintiff and the other class members and Aggrieved Employees.

11 25. Defendants directly hired and paid wages and benefits to Plaintiff and the other
12 class members and Aggrieved Employees.

13 26. Defendants continue to employ hourly-paid or non-exempt employees within the
14 State of California.

15 27. Plaintiff and the other class members and Aggrieved Employees worked over
16 eight (8) hours in a day, and/or forty (40) hours in a week during their employment with
17 Defendants.

18 28. Plaintiff is informed and believes, and based thereon alleges, that Defendants
19 engaged in a pattern and practice of wage abuse against their hourly-paid or non-exempt
20 employees within the State of California. This pattern and practice involved, *inter alia*, failing
21 to pay them for all regular and/or overtime wages earned and for short, late, interrupted, and/or
22 missed meal periods and rest breaks in violation of California law.

23 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants
24 knew or should have known that Plaintiff and the other class members and Aggrieved
25 Employees were entitled to receive certain wages for overtime compensation and that they were
26 not receiving accurate overtime compensation for all overtime hours worked.

27 30. Plaintiff is informed and believes, and based thereon alleges, that Defendants
28 failed to provide Plaintiff and the other class members and Aggrieved Employees all required
rest and meal periods during the relevant time period as required under the Industrial Welfare
Commission Wage Orders and thus they are entitled to any and all applicable penalties.

1 31. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Plaintiff and the other class members and Aggrieved
3 Employees were entitled to receive all meal periods or payment of one additional hour of pay at
4 Plaintiff's and the other class member's regular rate of pay when a meal period was missed, and
5 they did not receive all meal periods or payment of one additional hour of pay at Plaintiff's and
6 the other class member's and Aggrieved Employee's regular rate of pay when a meal period was
7 missed.

8 32. Plaintiff is informed and believes, and based thereon alleges, that Defendants
9 knew or should have known that Plaintiff and the other class members and Aggrieved
10 Employees were entitled to receive all rest periods or payment of one additional hour of pay at
11 Plaintiff's and the other class member's and Aggrieved Employee's and Aggrieved Employee's
12 regular rate of pay when a rest period was missed, and they did not receive all rest periods or
13 payment of one additional hour of pay at Plaintiff's and the other class members' and Aggrieved
14 Employees' regular rate of pay when a rest period was missed.

15 33. Plaintiff is informed and believes, and based thereon alleges, that Defendants
16 knew or should have known that Plaintiff and the other class members and Aggrieved
17 Employees were entitled to receive at least minimum wages for compensation and that they
18 were not receiving at least minimum wages for all hours worked.

19 34. Plaintiff is informed and believes, and based thereon alleges, that Defendants
20 knew or should have known that Plaintiff and the other class members and Aggrieved
21 Employees were entitled to receive all wages owed upon discharge or resignation, including
22 overtime and minimum wages and meal and rest premiums, and they did not, in fact, receive all
23 wages owed to them at the time their discharge or resignation.

24 35. Plaintiff is informed and believes, and based thereon alleges, that Defendants
25 knew or should have known that Plaintiff and the other class members and Aggrieved
26 Employees were entitled to receive all wages owed to them during their employment. Plaintiff
27 and the other class members and Aggrieved Employees did not receive payment of all wages,
28 including earned, but unpaid, overtime and minimum wages and meal and rest period premiums,
within any time permissible under California Labor Code section 204.

 36. Plaintiff is informed and believes, and based thereon alleges, that Defendants

1 knew or should have known that Plaintiff and the other class members and Aggrieved
2 Employees were entitled to receive complete and accurate wage statements in accordance with
3 California law, but, in fact, they did not receive complete and accurate wage statements from
4 Defendants. The deficiencies included, *inter alia*, the failure to include the accurate total number
5 of hours worked by Plaintiff and the other class members and Aggrieved Employees.

6 37. Plaintiff is informed and believes, and based thereon alleges, that Defendants
7 knew or should have known that Defendants had to keep complete and accurate payroll records
8 for Plaintiff and the other class members and Aggrieved Employees in accordance with
9 California law, but, in fact, did not keep complete and accurate payroll records.

10 38. Plaintiff is informed and believes, and based thereon alleges, that Defendants
11 knew or should have known that Plaintiff and the other class members and Aggrieved
12 Employees were entitled to reimbursement for necessary business-related expenses, including
13 in part, the use of personal cellphones.

14 39. Plaintiff is informed and believes, and based thereon alleges, that Defendants
15 knew or should have known that they had a duty to compensate Plaintiff and the other class
16 members and Aggrieved Employees pursuant to California law, and that Defendants had the
17 financial ability to pay such compensation, but willfully, knowingly, and intentionally failed to
18 do so, and falsely represented to Plaintiff and the other class members and Aggrieved Employees
19 that they were properly denied wages, all in order to increase Defendants' profits.

20 40. During the relevant time period, Defendants failed to pay overtime wages to
21 Plaintiff and the other class members and Aggrieved Employees for all overtime hours worked.
22 Plaintiff and the other class members and Aggrieved Employees were required to work more
23 than eight (8) hours per day and/or forty (40) hours per week without overtime compensation
24 for all overtime hours worked.

25 41. During the relevant time period, Defendants failed to provide all requisite
26 uninterrupted, off-duty meal and rest periods to Plaintiff and the other class members and
27 Aggrieved Employees.

28 42. During the relevant time period, Defendants failed to pay Plaintiff and the other
class members and Aggrieved Employees at least minimum wages for all hours worked.

43. During the relevant time period, Defendants failed to pay Plaintiff and the other

1 class members and Aggrieved Employees all wages owed to them upon discharge or resignation.

2 44. During the relevant time period, Defendants failed to pay Plaintiff and the other
3 class members and Aggrieved Employees all wages within any time permissible under
4 California law, including, *inter alia*, California Labor Code section 204.

5 45. During the relevant time period, Defendants failed to provide complete or accurate
6 wage statements to Plaintiff and the other class members and Aggrieved Employees.

7 46. During the relevant time period, Defendants failed to keep complete or accurate
8 payroll records for Plaintiff and the other class members and Aggrieved Employees.

9 47. During the relevant time period, Defendants failed to properly compensate
10 Plaintiff and the other class members and Aggrieved Employees pursuant to California law in
11 order to increase Defendants' profits.

12 48. California Labor Code section 218 states that nothing in Article 1 of the Labor
13 Code shall limit the right of any wage claimant to "sue directly ... for any wages or penalty due
14 to him [or her] under this article."

15 **FIRST CAUSE OF ACTION**

16 **(Violation of California Labor Code §§ 510 and 1198)**

17 **(Against All Defendants)**

18 49. Plaintiff incorporates by reference the allegations contained above, and each and
19 every part thereof with the same force and effect as though fully set forth herein.

20 50. California Labor Code section 1198 and the applicable Industrial Welfare
21 Commission ("IWC") Wage Order provide that it is unlawful to employ persons without
22 compensating them at a rate of pay either time-and-one-half or two-times that person's regular
23 rate of pay, depending on the number of hours worked by the person on a daily or weekly basis.

24 51. Specifically, the applicable IWC Wage Order provides that Defendants are and
25 were required to pay Plaintiff and the other class members employed by Defendants, and
26 working more than eight (8) hours in a day or more than forty (40) hours in a workweek, at the
27 rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more than
28 forty (40) hours in a workweek.

52. The applicable IWC Wage Order further provides that Defendants are and were
required to pay Plaintiff and the other class members overtime compensation at a rate of two

1 times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

2 53. California Labor Code section 510 codifies the right to overtime compensation at
3 one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours in
4 a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day of
5 work, and to overtime compensation at twice the regular hourly rate for hours worked in excess
6 of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day of work.

7 54. During the relevant time period, Plaintiff and the other class members worked in
8 excess of eight (8) hours in a day, and/or in excess of forty (40) hours in a week.

9 55. During the relevant time period, Defendants intentionally and willfully failed to
10 pay overtime wages owed to Plaintiff and the other class members and failed to pay class
11 members overtime in the amount of one-and-one half time their correct regular rate of pay.

12 56. Defendants' failure to pay Plaintiff and the other class members the unpaid balance
13 of overtime compensation, as required by California laws, violates the provisions of California
14 Labor Code sections 510 and 1198, and is therefore unlawful.

15 57. Pursuant to California Labor Code section 1194, Plaintiff and the other class
16 members are entitled to recover unpaid overtime compensation, as well as interest, costs, and
17 attorneys' fees.

18 **SECOND CAUSE OF ACTION**

19 **(Violation of California Labor Code §§ 226.7 and 512(a))**

20 **(Against All Defendants)**

21 58. Plaintiff incorporates by reference the allegations contained above, and each and
22 every part thereof with the same force and effect as though fully set forth herein.

23 59. At all relevant times, the IWC Order and California Labor Code sections 226.7
24 and 512(a) were applicable to Plaintiff's and the other class members' employment by
25 Defendants.

26 60. At all relevant times, California Labor Code section 226.7 provides that no
27 employer shall require an employee to work during any meal or rest period mandated by an
28 applicable order of the California IWC.

61. At all relevant times, the applicable IWC Wage Order and California Labor Code
section 512(a) provide that an employer may not require, cause or permit an employee to work

1 for a work period of more than five (5) hours per day without providing the employee with a
2 meal period of not less than thirty (30) minutes, except that if the total work period per day of
3 the employee is no more than six (6) hours, the meal period may be waived by mutual consent
4 of both the employer and employee.

5 62. At all relevant times, the applicable IWC Wage Order and California Labor Code
6 section 512(a) further provide that an employer may not require, cause or permit an employee
7 to work for a work period of more than ten (10) hours per day without providing the employee
8 with a second uninterrupted meal period of not less than thirty (30) minutes, except that if the
9 total hours worked is no more than twelve (12) hours, the second meal period may be waived
10 by mutual consent of the employer and the employee only if the first meal period was not
11 waived.

12 63. During the relevant time period, Plaintiff and the other class members who were
13 scheduled to work for a period of time no longer than six (6) hours, and who did not waive their
14 legally-mandated meal periods by mutual consent, were required to work for periods longer than
15 five (5) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or
16 rest period.

17 64. During the relevant time period, Plaintiff and the other class members who were
18 scheduled to work for a period of time in excess of six (6) hours were required to work for
19 periods longer than five (5) hours without an uninterrupted meal period of not less than thirty
20 (30) minutes and/or rest period.

21 65. During the relevant time period, Defendants intentionally and willfully required
22 Plaintiff and the other class members to work during meal periods and failed to compensate
23 Plaintiff and the other class members the full meal period premium for work performed during
24 meal periods.

25 66. During the relevant time period, Defendants failed to pay Plaintiff and the other
26 class members the full meal period premium due pursuant to California Labor Code section
27 226.7.

28 67. Defendants' conduct violates applicable IWC Wage Order and California Labor
Code sections 226.7 and 512(a).

68. Pursuant to applicable IWC Wage Order and California Labor Code section

226.7(b), Plaintiff and the other class members are entitled to recover from Defendants 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.

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against All Defendants)

69. Plaintiff incorporates by reference the allegations contained above, and each and every part thereof with the same force and effect as though fully set forth herein.

70. At all times herein set forth, the applicable IWC Wage Order and California Labor Code section 226.7 were applicable to Plaintiffs and the other class members' employment by Defendants.

71. At all relevant times, California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC.

72. At all relevant times, the applicable IWC Wage Order provides that "[e]very employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period" and that the "rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof" unless the total daily work time is less than three and one-half (3 ½) hours.

73. During the relevant time period, Defendants required Plaintiff and other class members to work four (4) or more hours without authorizing or permitting a ten (10) minute rest period per each four (4) hour period worked.

74. During the relevant time period, Defendants willfully required Plaintiff and the other class members to work during rest periods and failed to pay Plaintiff and the other class members the full rest period premium for work performed during rest periods.

75. During the relevant time period, Defendants failed to pay Plaintiff and the other class members the full rest period premium due pursuant to California Labor Code section 226.7

76. Defendants' conduct violates applicable IWC Wage Orders and California Labor Code section 226.7.

77. Pursuant to the applicable IWC Wage Orders and California Labor Code section 226.7(b), Plaintiff and the other class members are entitled to recover from Defendants one additional hour of pay at the employees' regular hourly rate of compensation for each work day that the rest period was not provided.

FOURTH CAUSE OF ACTION

(Violation of California Labor Code §§ 1194, 1197, and 1197.1)

(Against All Defendants)

78. Plaintiff incorporates by reference the allegations contained above, and each and every part thereof with the same force and effect as though fully set forth herein.

79. All relevant times, California Labor Code sections 1194, 1197, and 1197.1 provide that the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful.

80. During the relevant time period, Defendants failed to pay minimum wage to Plaintiff and the other class members as required, pursuant to California Labor Code sections 1194, 1197, and 1197.1.

81. Defendants' failure to pay Plaintiff and the other class members the minimum wage as required violates California Labor Code sections 1194, 1197, and 1197.1. Pursuant to those sections Plaintiff and the other class members are entitled to recover the unpaid balance of their minimum wage compensation as well as interest, costs, and attorney's fees, and liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

82. Pursuant to California Labor Code section 1197.1, Plaintiff and the other class members are entitled to recover a penalty of \$100.00 for the initial failure to timely pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each employee minimum wages.

83. Pursuant to California Labor Code section 1194.2, Plaintiff and the other class members are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

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1 **FIFTH CAUSE OF ACTION**

2 **(Violation of California Labor Code §§ 201 202 and 203)**

3 **(Against All Defendants)**

4 84. Plaintiff incorporates by reference the allegations contained above, and each and
5 every part thereof with the same force and effect as though fully set forth herein.

6 85. At all relevant times herein set forth, California Labor Code sections 201 and 202
7 provide that if an employer discharges an employee, the wages earned and unpaid at the time of
8 discharge are due and payable immediately, and if an employee quits his or her employment,
9 his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,
10 unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in
11 which case the employee is entitled to his or her wages at the time of quitting.

12 86. During the relevant time period, Defendants intentionally and willfully failed to
13 pay Plaintiff and the other class members who are no longer employed by Defendants their
14 wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.

15 87. Defendants' failure to pay Plaintiff and the other class members who are no longer
16 employed by Defendants' their wages, earned and unpaid, within seventy-two (72) hours of their
17 leaving Defendants' employ, is in violation of California Labor Code sections 201 and 202.

18 88. California Labor Code section 203 provides that if an employer willfully fails to
19 pay wages owed, in accordance with sections 201 and 202, then the wages of the employee shall
20 continue as a penalty from the due date thereof at the same rate until paid or until an action is
21 commenced; but the wages shall not continue for more than thirty (30) days.

22 89. Plaintiff and the other class members are entitled to recover from Defendants the
23 statutory penalty wages for each day they were not paid, up to a thirty (30) day maximum
24 pursuant to California Labor Code section 203.

25 **SIXTH CAUSE OF ACTION**

26 **(Violation of California Labor Code § 204)**

27 **(Against All Defendants)**

28 90. Plaintiff incorporates by reference the allegations above and each and every part
thereof with the same force and effect as though fully set forth herein.

91. At all times herein set forth, California Labor Code section 204 provides that all

1 wages earned by any person in any employment between the 1st and the 15th days, inclusive, of
2 any calendar month, other than those wages due upon termination of an employee, are due and
3 payable between the 16th and the 26th day of the month during which the labor was performed.

4 92. At all times herein set forth, California Labor Code section 204 provides that all
5 wages earned by any person in any employment between the 16th and the last day, inclusive, of
6 any calendar month, other than those wages due upon termination of an employee, are due and
7 payable between the 1st and the 10th day of the following month.

8 93. At all times herein set forth, California Labor Code section 204 provides that all
9 wages earned for labor in excess of the normal work period shall be paid no later than the payday
10 for the next regular payroll period.

11 94. During the relevant time period, Defendants intentionally and willfully failed to
12 pay Plaintiff and the other class members all wages due to them, within any time period
13 permissible under California Labor Code section 204.

14 95. Plaintiff and the other class members entitled to recover all remedies available for
15 violations California Labor Code section 204.

16 **SEVENTH CAUSE OF ACTION**

17 **(Violation of California Labor Code § 226(a))**

18 **(Against All Defendants)**

19 96. Plaintiff incorporates by reference the allegations contained above, and each and
20 every part thereof with the same force and effect as though fully set forth herein.

21 97. At all material times set forth herein, California Labor Code section 226(a)
22 provides that every employer shall furnish each of his or her employees an accurate itemized
23 statement in writing showing (1) gross wages earned, (2) total hours worked by the employee,
24 (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid
25 on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of
26 the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive
27 dates of the period for which the employee is paid, (7) the name of the employee and his or her
28 social security number, (8) the name and address of the legal entity that is the employer, and (9)
all applicable hourly rates in effect during the pay period and the corresponding number of hours
worked at each hourly rate by the employee. The deductions made from payments of wages

1 shall be recorded in ink or other indelible form, properly dated, showing the month, day, and
2 year, and a copy of the statement or a record of the deductions shall be kept on file by the
3 employer for at least three years at the place of employment or at a central location within the
4 State of California.

5 98. Defendants have intentionally and willfully failed to provide Plaintiff and the
6 other class members with complete and accurate wage statements. The deficiencies include, but
7 are not limited to: the failure to include the accurate total number of hours worked by Plaintiff
8 and the other class members.

9 99. As a result of Defendants' violation of California Labor Code section 226(a),
10 Plaintiff and the other class members have suffered injury and damage to their statutorily-
11 protected rights.

12 100. More specifically, Plaintiff and the other class members have been injured by
13 Defendants' intentional and willful violation of California Labor Code section 226(a) because
14 they were denied both their legal right to receive, and their protected interest in receiving,
15 accurate and itemized wage statements pursuant to California Labor Code section 226(a).

16 101. Plaintiff and the other class members are entitled to recover from Defendants the
17 greater of their actual damages caused by Defendants' failure to comply with California Labor
18 Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.

19 102. Plaintiff and the other class members are also entitled to injunctive relief to ensure
20 compliance with this section, pursuant to California Labor Code section 226(h).

21 **EIGHTH CAUSE OF ACTION**

22 **(Violation of California Labor Code§ 1174(d))**

23 **(Against All Defendants)**

24 103. Plaintiff incorporates by reference the allegations contained above, and each and
25 every part thereof with the same force and effect as though fully set forth herein.

26 104. Pursuant to California Labor Code section 1174(d), an employer shall keep, at a
27 central location in the state or at the plants or establishments at which employees are employed,
28 payroll records showing the hours worked daily by and the wages paid to, and the number of
piece-rat units earned by any applicable piece rate to, employees employed at the respective
plants or establishments. These records shall be kept in accordance with rules established for

1 this purpose by the commission, but in any case shall be kept on file for not less than two years.

2 105. Defendants have intentionally and willfully failed to keep accurate and complete
3 payroll records showing the hours worked daily and the wages paid, to Plaintiff and the other
4 class members.

5 106. As a result of Defendants' violation of California Labor section 1174(d), Plaintiff
6 and the other class members have suffered injury and damage to their statutorily-protected
7 rights.

8 107. More specifically, Plaintiff and the other class members have been injured by
9 Defendants' intentional and willful violation of California Labor Code section 1174(d) because
10 they were denied both their legal right and protected interest, in having available, accurate and
11 complete payroll records pursuant to California Labor Code section 1174(d).

12 **NINTH CAUSE OF ACTION**

13 **(Violation of California Labor Code §§ 2800 and 2802)**

14 **(Against All Defendants)**

15 108. Plaintiff incorporates by reference the allegations contained above, and each and
16 every part thereof with the same force and effect as though fully set forth herein.

17 109. Pursuant to California Labor Code sections 2800 and 2802, an employer must
18 reimburse its employee for all necessary expenditures incurred by the employee, in part,
19 including the use of personal cellphones, in direct consequence of the discharge of his or her job
20 duties or in direct consequence of his or her job duties or in direct consequence of his or her
21 obedience to the directions of the employer.

22 110. Plaintiff and the Class incurred necessary business-related expenses and costs that
23 were not fully reimbursed by Defendants. Defendants' failure to reimburse for all necessary
24 business-related expenses and costs, including its failure to reimburse Plaintiff and the Class for
25 costs incurred, was a result of, including but not limited to, simple negligence.

26 111. Defendants have intentionally and willfully failed to reimburse Plaintiff and the
27 Class for all necessary business-related expenses and costs. Plaintiff and the Class are entitled
28 to recover from Defendants their business-related expenses and costs incurred during the course
and scope of their employment, plus interest accrued from the date on which the employee
incurred the necessary expenditures at the same rate as judgments in civil actions in the State of

California.

TENTH CAUSE OF ACTION

(Violation of California Business & Professions Code §§ 17200, et seq.)

(Against All Defendants)

112. Plaintiff incorporates by reference the allegations contained above and each and every part thereof with the same force and effect as though fully set forth herein.

113. Defendants' conduct, as alleged herein, has been, and continues to be, unfair, unlawful and harmful to Plaintiff, other class members, to the general public, and Defendants' competitors. Accordingly, Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure section 1021.5.

114. Defendants' activities as alleged herein are violations of California law, and constitute unlawful business acts and practices in violation of California Business & Professions Code section 17200, et seq.

115. A violation of California Business & Professions Code section 17200, et seq. may be predicated on the violation of any state or federal law. In this instant case, Defendants' policies and practices of requiring employees, including Plaintiff and the other class members, to work overtime without paying them proper compensation violate California Labor Code sections 510 and 1198. Additionally, Defendants' policies and practices of requiring employees, including Plaintiff and the other class members, to work through their meal and rest periods without paying them proper compensation violate California Labor Code sections 226.7 and 512(a). Defendants' policies and practices of failing to pay minimum wages violate California Labor Code sections 1194, 1197, and 1197.1. Moreover, Defendants' policies and practices of failing to timely pay wages to Plaintiff and the other class members violate California Labor Code sections 201, 202 and 204. Defendants also violated California Labor Code sections 226(a), 1174(d).

116. As a result of the herein described violations of California law, Defendants unlawfully gained an unfair advantage over other businesses.

117. Plaintiff and the other class members have been personally injured by Defendants' unlawful business acts and practices as alleged herein, including but not necessarily limited to the loss of money and/or property.

1 118. Pursuant to California Business & Professions Code sections 17200, et seq.,
2 Plaintiff and the other class members are entitled to restitution of the wages withheld and
3 retained by Defendants during a period that commences four (4) years preceding the filing of
4 Plaintiff's complaint up until the time that notice of the class action is provided to the class; an
5 award of attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and other
6 applicable laws; and an award of costs.

7 **ELEVENTH CAUSE OF ACTION**

8 **(Violation of California Labor Code § 2699, Et Seq.)**

9 **(Against All Defendants)**

10 119. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and
11 every allegation set forth above.

12 120. Plaintiff brings his eleventh cause of action as a representative action on behalf of
13 himself and similarly Aggrieved Employees in the capacity as a private attorney general
14 pursuant to the Private Attorneys General Act of 2004, California Labor Code section 2698, et
15 seq. ("PAGA").

16 121. PAGA specifically provides for a private right of action to recover civil penalties
17 for violations of the Labor Code as follows: "Notwithstanding any other provision of law, any
18 provision of this code that provides for a civil penalty to be assessed and collected by the Labor
19 and Workforce Development Agency or any of its departments, divisions, commissions, boards,
20 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through
21 a civil action brought by an aggrieved employee on behalf of himself or herself and other current
22 or former employees pursuant to the procedures specified in Section 2699.3." Cal. Lab. Code §
23 2699(a).

24 122. Plaintiff was employed by Defendants and the Labor Code violations alleged
25 above were committed against him during his time of employment. Plaintiff is therefore, an
26 "aggrieved employee" under PAGA.

27 123. As set forth in detail above, during all times relevant to this Action, Defendant
28 has routinely subjected Plaintiff and the Aggrieved Employees to violations of California Labor
Codes by:

124. Failing to pay Plaintiff and the Aggrieved Employees all earned minimum wage

1 compensation in violation of Labor Code §§ 1194 and 1198 *et seq.*;

2 125. Failing to pay Plaintiff and the Aggrieved Employees all earned overtime
3 compensation in violation of Labor Code §§ 204, 510, 1194, and 1198 *et seq.*;

4 126. Failing to provide legally required meal periods to Plaintiff and the Aggrieved
5 Employees, and failing to pay Plaintiff and the Aggrieved Employees an additional hour of
6 premium pay for meal period violations in violation of Labor Code §§ 226.7 and 512;

7 127. Failing to provide authorize and permit Plaintiff and the Aggrieved Employees to
8 take duty-free rest periods, and failing to pay Plaintiff and the Aggrieved Employees an
9 additional hour of premium pay for rest period violations in violation of Labor Code §§ 226.7
10 and 512;

11 128. Failing to timely pay Plaintiff and the Aggrieved Employees all wages at end of
12 their employment in violation of Labor Code § 203;

13 129. Failing to timely pay Plaintiff and the Aggrieved Employees all wages owed
14 during employment in violation of Labor Code § 204;

15 130. Failing to furnish Plaintiff and the Aggrieved Employees with complete, accurate,
16 itemized wage statements in violation of Labor Code § 226;

17 131. Failing to maintain accurate records relating to Plaintiff and the Aggrieved
18 Employees' work periods, meal periods, total daily hours, hours per pay period, and applicable
19 pay rates;

20 132. Failing to reimburse Plaintiff and Aggrieved Employees for all necessary
21 expenditures incurred by the employee in violation of Labor Code sections 2800 and 2802.

22 133. Pursuant to California Labor Code sections 2699 and 2699.5, Plaintiff,
23 individually and on behalf of the Aggrieved Employees and the State of California, requests and
24 is entitled to recover penalties against Defendants for the Labor Code violations described
25 above, including but not limited to penalties under California Code of Regulations Title section
26 11010, penalties under California Labor Code sections 2699, 558, 210, 1197.1, 226, 226.3 and
27 1174.5, and any and all additional penalties and sums as provided by the California Labor Code
28 and/or other statutes. The exact amount of the applicable penalties, in all, is in an amount to be
shown according to proof at trial.

134. Plaintiff has exhausted his administrative remedies pursuant to Labor Code

§2699.3. On August 18, 2023, Plaintiff, through his counsel of record, by online filing with the Labor and Workforce Development Agency (“LWDA”) and by certified mail to the Defendants, notified Defendants and the LWDA of the specific provisions of the Labor Code and IWC Wage Orders that Defendants have violated, including the facts and theories to support the violations, and of Plaintiff’s intent to bring a claim for civil penalties under PAGA. The LWDA assigned Plaintiff’s case number LWDA-CM- 976200-23. Plaintiff also submitted a filing fee of seventy-five (\$75.00) to the LWDA in accordance with Labor Code section 2699.3(a)(1)(B). As of the filing of this Complaint, more than 65 days have elapsed since the mailing of Plaintiff’s August 18, 2023 notice, and the Labor and Workforce Development Agency has not indicated that it intends to investigate the violations discussed in the notice. Accordingly, Plaintiff may commence a civil action to recover penalties for himself and other Aggrieved Employees pursuant to Labor Code § 2699.3.

135. Plaintiff was compelled to retain the services of counsel to file this court action to protect his interests and the Aggrieved Employees, and to assess and collect the civil penalties owed by Defendants. Plaintiff therefore seeks an award of reasonable attorney’s fees and costs pursuant to Labor Code § 2699(g)(1), and any other applicable statute.

136. Plaintiff may amend this complaint as a matter of right pursuant to California Labor Code § 2699.3 as this complaint has been filed within sixty days of the time periods specified in Labor Code §2699.3

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, individually, and on behalf of other members of the general public similarly situated, prays for relief and judgment against Defendants, jointly and severally, as follows:

Class Certification

1. That this action be certified as a class action;
2. That Plaintiff be appointed as the representative of the Class;
3. That counsel for Plaintiff be appointed as Class Counsel; and
4. That Defendants provide to Class Counsel immediately the names and most current/last known contact information (address, e-mail and telephone numbers) of all class members.

As to the First Cause of Action

5. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due to Plaintiff and the other class members;

6. For general unpaid wages at overtime wage rates and such general and special damages as may be appropriate;

7. For pre-judgment interest on any unpaid overtime compensation commencing from the date such amounts were due;

8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194; and

9. For such other and further relief as the Court may deem just and proper.

As to the Second Cause of Action

10. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to provide all meal periods (including second meal periods) to Plaintiff and the other class members;

11. That the Court make an award to Plaintiff and the other class members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a meal period was not provided;

12. For all actual, consequential, and incidental losses and damages, according to proof;

13. For premium wages pursuant to California Labor Code section 226.7(b);

14. For pre-judgment interest on any unpaid wages from the date such amounts were due;

15. For reasonable attorneys' fees and costs of suit incurred herein; and

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

As to the Third Cause of Action

17. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all rest periods to Plaintiff and the other class members;

1 18. That the Court make an award to Plaintiff and the other class members of one (1)
2 hour of pay at each employee's regular rate of compensation for each workday that a rest period
3 was not provided;

4 19. For all actual, consequential, and incidental losses and damages, according to
5 proof;

6 20. For premium wages pursuant to California Labor Code section 226.7(b);

7 21. For pre-judgment interest on any unpaid wages from the date such amounts were
8 due; and

9 22. For such other and further relief as the Court may deem just and proper.

10 **As to the Fourth Cause of Action**

11 23. That the Court declare, adjudge and decree that Defendants violated California
12 Labor Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to
13 Plaintiff and the other class members;

14 24. For general unpaid wages and such general and special damages as may be
15 appropriate;

16 25. For statutory wage penalties pursuant to California Labor Code section 1197.1 for
17 Plaintiff and the other class members in the amount as may be established according to proof at
18 trial;

19 26. For pre-judgment interest on any unpaid compensation from the date such
20 amounts were due;

21 27. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
22 California Labor Code section 1194(a);

23 28. For liquidated damages pursuant to California Labor Code section 1194.2; and

24 29. For such other and further relief as the Court may deem just and proper.

25 **As to the Fifth Cause of Action**

26 30. That the Court declare, adjudge and decree that Defendants violated California
27 Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the
28 time of termination of the employment of Plaintiff and the other class members no longer
employed by Defendants;

31. For all actual, consequential, and incidental losses and damages, according to

1 proof;

2 32. For statutory wage penalties pursuant to California Labor Code section 203 for
3 Plaintiff and the other class members who have left Defendants' employ;

4 33. For pre-judgment interest on any unpaid compensation from the date such
5 amounts were due; and

6 34. For such other and further relief as the Court may deem just and proper.

7 **As to the Sixth Cause of Action**

8 35. That the Court declare, adjudge and decree that Defendants violated California
9 Labor Code section 204 by willfully failing to pay all compensation owed at the time required
10 by California Labor Code section 204 to Plaintiff and the other class members;

11 36. For all actual, consequential, and incidental losses and damages, according to
12 proof;

13 37. For pre-judgment interest on any unpaid compensation from the date such
14 amounts were due; and

15 38. For such other and further relief as the Court may deem just and proper.

16 **As to the Seventh Cause of Action**

17 39. That the Court declare, adjudge and decree that Defendants violated the record
18 keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders
19 as to Plaintiff and the other class members, and willfully failed to provide accurate itemized
20 wage statements thereto;

21 40. For actual, consequential and incidental losses and damages, according to proof;

22 41. For statutory penalties pursuant to California Labor Code section 226(e);

23 42. For injunctive relief to ensure compliance with this section, pursuant to California
24 Labor Code section 226(h); and

25 43. For such other and further relief as the Court may deem just and proper.

26 **As to the Eighth Cause of Action**

27 44. That the Court declare, adjudge and decree that Defendants violated the record
28 keeping provisions of California Labor Code section 1174(d) by willfully failing to keep
accurate and complete payroll records for Plaintiff and the other class members as required by
California Labor Code section 1174(d);

- 1 45. For actual, consequential and incidental losses and damages, according to proof;
2 46. For statutory penalties pursuant to California Labor Code section 1174.5; and
3 47. For such other and further relief as the Court may deem just and proper.

4 **As to the Ninth Cause of Action**

5 48. That the Court declare, adjudge and decree that Defendants violated California
6 Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the Class for
7 all necessary business-related expenses as required by California Labor Code sections 2800 and
8 2802;

- 9 49. For actual, consequential and incidental losses and damages, according to proof;
10 50. For the imposition of civil penalties and/or statutory penalties;
11 51. For reasonable attorneys' fees and costs of suit incurred herein; and
12 52. For such other and further relief as the Court may deem just and proper.

13 **As to the Tenth Cause of Action**

14 53. That the Court decree adjudge and decree that Defendants violated California
15 Business and Professions Code sections 17200 et seq. by failing to provide Plaintiff and the
16 other class members all overtime compensation due to them failing to provide all meal and rest
17 periods to Plaintiff and the other class members, failing to pay at least minimum wages to
18 Plaintiff and the other class members failing to pay Plaintiffs and the other class members wages
19 timely as required by California Labor Code section 201 202 and 204 and by violating California
20 Labor Code sections 226(a), 1174(d).

21 54. For restitution of unpaid wages to Plaintiff and all the other class members and all
22 pre-judgment interest from the day such amounts were due and payable.

23 55. For the appointment of a receiver to receive, manage and distribute any and all
24 funds disgorged from Defendants and determined to have been wrongfully acquired by
25 Defendants as a result of violation of California Business and Professions Code section 17200,
26 et seq.;

27 56. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
28 California Code of Civil Procedure section 1021.5;

57. For injunctive relief to ensure compliance with this section, pursuant to California
Business and Professions Code sections 17200 et eq.; and

58. For such other and further relief as the Court may deem just and proper.

As to the Eleventh Cause of Action

59. For statutory attorneys' fees and costs pursuant to 2699(g)(1) of California Labor Code;

60. Prejudgment interest at the legal rate pursuant to California Labor Code Section 218.6;

61. For the imposition of civil penalties pursuant to California Labor Code §§ 2699, 210, 558, 226, 226.3, 1174.5, 1197.1, and all other penalties allowed by the California Labor Code and/or other applicable statutes; and

62. For such other relief as the Court deems just and proper

Dated: October 27, 2023

PAYNE NGUYEN, LLP

Carol T. P.

By:

CODY PAYNE
KIM NGUYEN
Attorneys for Plaintiff
DENNIS BULLARD