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ELECTRONICALLY FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

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By: Sergio Villanueva, DEPUTY

11 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

12 **FOR THE COUNTY OF SAN BERNARDINO**

13 VINCENT P. CABRAL, an individual and on
14 behalf of all others similarly situated;

15 Plaintiff,

16 vs.

17 ROBERTSON'S TRANSPORT, LTD., a
18 California limited partnership; and DOES 1
19 through 50,

20 Defendants.

Case No.: CIVSB2323311

21 **FIRST AMENDED CLASS AND
22 REPRESENTATIVE ACTION
23 COMPLAINT:**

- 24 (1) **MINIMUM WAGE VIOLATIONS**
(LABOR CODE §§ 1182.12, 1194,
1194.2, 1197);
- 25 (2) **OVERTIME WAGE VIOLATIONS**
(LABOR CODE §§ 204, 510, 1194,
1198);
- 26 (3) **MEAL PERIOD VIOLATIONS**
(LABOR CODE §§ 226.7, 512, 558);
- 27 (4) **REST PERIOD VIOLATIONS**
(LABOR CODE §§ 226.7, 516, 558);
- 28 (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) **VIOLATION OF LABOR CODE**
SECTION 226.2;
- (9) **UNFAIR COMPETITION (BUS &**
PROF CODE §§ 17200, et seq.); and
- (10) **CIVIL PENALTIES UNDER THE**
CALIFORNIA PRIVATE

**ATTORNEYS GENERAL ACT
(LABOR CODE §§ 2698, *et seq.*)**

DEMAND FOR JURY TRIAL

Plaintiff VINCENT P. CABRAL (“Plaintiff”), on behalf of himself and all others similarly situated, hereby brings this First Amended Class and Representative Action Complaint (“Complaint”) against Defendants ROBERTSON'S TRANSPORT, LTD., a California limited partnership, 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, 226, 226.7, 246, 510, 512, 516, 558, 1182.12, 1194, 1194.2, 1197, 1198, 2802, and 2698, *et seq.*, and Industrial Welfare Commission (“IWC”) Wage Order 9-2001 (“Wage Order 9”), 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 San Bernardino County, and some of the acts and omissions complained of herein occurred in San Bernardino County. Furthermore, Plaintiff was employed by Defendants within San Bernardino 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 each cause of action pled herein, Plaintiff was employed by Defendants as a non-exempt employee. Plaintiff was, and is, a victim of Defendants’ policies, practices, and/or customs complained of herein and has been deprived of the rights guaranteed by Business and Professions Code § 17200, *et seq.*, Labor Code §§ 201-204, 226, 226.7, 246, 510, 512, 516, 558, 1182.12, 1194, 1194.2, 1197,

1 1198, 2802, and 2698, *et seq.*, and Wage Order 9.

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

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

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

22 7. Plaintiff is informed and believes, and based thereon alleges, that at all times
23 material hereto, each of the Defendants named herein was the agent, employee, alter ego and/or
24 joint venturer of, or working in concert with each of the other co-Defendants and was acting within
25 the course and scope of such agency, employment, joint venture, or concerted activity. To the extent
26 said acts, conduct, and omissions were perpetrated by certain Defendants, each of the remaining
27 Defendants confirmed and ratified said acts, conduct, and omissions of the acting Defendants.

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

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

FACTUAL ALLEGATIONS

10. Defendants own and operate a trucking company in the State of California and have multiple yards in San Bernardino County. Plaintiff began working for Defendants as a non-exempt truck driver from approximately September 9, 2022 to approximately August 7, 2023 at Defendants' Redlands yard.

11. Throughout Plaintiff's employment with Defendants, Defendants' timekeeping and/or payroll policies and practices resulted in Plaintiff and other non-exempt employees not being compensated for all hours actually worked. Plaintiff and other non-exempt employees regularly worked more than eight hours in a workday or 40 hours in a workweek. However, Defendants automatically deducted 30 minutes from each shift worked by Plaintiffs and other non-exempt employees for meal breaks that were not provided to them. Defendants also failed to properly incorporate piece rates into the regular rate for overtime purposes, including, but not limited to, always rounding the regular rate of pay down to the nearest cent which resulted in underpayment of overtime to Plaintiff and other non-exempt employees. As a result, Plaintiff and other non-exempt employees were not compensated for all earned minimum and overtime wages.

12. Defendants failed to provide Plaintiff and other non-exempt employees with all legally compliant meal periods due to Defendants' meal period policies/practices, which have frequently resulted in late (commencing after the fifth hour of work), short (less than 30 minutes), and/or missed meal periods. Plaintiff and other non-exempt employees were not provided legally compliant meal breaks due to work demands imposed by Defendants but Defendants nonetheless automatically deducted 30 minutes from each shift they worked. Defendants do not keep accurate records of Plaintiff's and other non-exempt employees' hours worked, including accurate time

1 records showing when employees take their meal periods. On those occasions when Plaintiff and
2 other non-exempt employees were not provided with all legally compliant meal periods to which
3 they were entitled, Defendants failed to compensate Plaintiff and other non-exempt employees with
4 the required meal period premium(s) for each workday there was a meal period violation as
5 mandated by Labor Code § 226.7. Upon information and belief, Defendants maintained no
6 mechanism for the payment of meal period premium payments as required by Labor Code § 226.7
7 in the event that a legally compliant meal period was not provided to their non-exempt employees.

8 13. Plaintiff and other non-exempt employees were not authorized and permitted to take
9 all required rest periods due to Defendants' unlawful rest period policies/practices, which failed to
10 authorize and permit a net 10-minute rest period for every four hours worked, or major fraction
11 thereof. Plaintiff and other non-exempt employees were not able to take their legally compliant rest
12 breaks due to work demands imposed by Defendants. Additionally, although Plaintiff and other
13 non-exempt employees occasionally worked shifts in excess of 10 hours, Plaintiff and other non-
14 exempt employees were not authorized and permitted a third rest period during shifts in excess of
15 10 hours. On those occasions when Plaintiff and other non-exempt employees were not authorized
16 and permitted to take all legally compliant rest periods to which they were entitled, Defendants
17 failed to compensate them with the required rest period premium(s) for each workday there was a
18 rest period violation as mandated by Labor Code § 226.7. Upon information and belief, Defendants
19 maintained no mechanism for the payment of rest period premium payments as required by Labor
20 Code § 226.7, in the event that a legally compliant rest period was not authorized and permitted to
21 their non-exempt employees.

22 14. Defendants compensated Plaintiff and other non-exempt employees via a piece rate
23 and were therefore subject to Labor Code section 226.2. Defendants failed to properly calculate the
24 regular rate of pay for rest and recovery period wages, including, but not limited to, always
25 rounding the regular rate of pay down to the nearest cent which resulted in underpayment of rest
26 and recovery period wages. Additionally, upon information and belief, Defendants violated Labor
27 Code § 246 by failing to properly incorporate piece rates into the paid sick leave pay rate, resulting
28 in underpayment of paid sick leave wages.

15. As a result of Defendants' failure to pay all minimum and overtime wages, failure to pay all meal and rest period premium wages, failure to pay other wages, and unlawful timekeeping and payroll practices as alleged above, Defendants maintained inaccurate payroll records and issued inaccurate wage statements to Plaintiff and other non-exempt employees. As a further result of Defendants' failure to pay all minimum and overtime wages, sick leave wages, and meal and rest period premium wages, failure to pay other wages, Defendants failed to timely pay all final wages to Plaintiff and other former non-exempt employees upon their separation of employment from Defendants.

16. Additionally, Defendants required Plaintiff and other non-exempt employees to use their personal cellphones to perform their job duties, such as communicating with Defendants' dispatchers, and to purchase supplies and tools, such as a mallet, to clear their trucks. Despite requiring employees to incur these necessary business expenses, Defendants failed to reimburse Plaintiff and other non-exempt employees for the cost of their personal cellphones, cleaning supplies, and tools.

CLASS ACTION ALLEGATIONS

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

a. Minimum Wage Class: All current and former non-exempt employees of Defendants in the State of California who were subject to Defendants' timekeeping policies and/or practices, during the four years immediately preceding the filing of this action through the present.

b. Overtime Class: All current and former non-exempt employees of Defendants in the State of California who worked more than eight hours per day and/or 40 hours per week and were subject to Defendants' timekeeping policies and/or practices, during the four years immediately preceding the filing of this action through the present.

c. Meal Period Class: All current and former non-exempt employees of Defendants in the State of California who: (i) worked at least one shift in excess of 5.0 hours; and/or (ii) worked at least one shift in excess of 10.0 hours, during the four years

1 immediately preceding the filing of this action through the present.

- 2 d. Rest Period Class: All current and former non-exempt employees of Defendants in
3 the State of California who worked at least one shift of 3.5 or more hours, during the
4 four years immediately preceding the filing of this action through the present.
- 5 e. Wage Statement Class: All current and former non-exempt employees of Defendants
6 in the State of California who received a wage statement, during the one year
7 immediately preceding the filing of this action through the present.
- 8 f. Waiting Time Penalty Class: All of Defendants' formerly employed members of the
9 Minimum Wage Class, Overtime Class, Rest Period Class, Meal Period Class, and/or
10 Piece Rate Class during the three years immediately preceding the filing of this
11 action through the present.
- 12 g. Expense Reimbursement Class: All current and former non-exempt employees of
13 Defendants in the State of California who were not reimbursed for all necessary
14 business expenses, during the four years immediately preceding the filing of this
15 action through the present.
- 16 h. Piece Rate Class: All current and former non-exempt employees of Defendants in the
17 State of California who received a piece rate and were subject to Defendants' payroll
18 policies and/or practices, during the four years immediately preceding the filing of
19 this action through the present.

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

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

- a. Whether Defendants properly paid all overtime wages to members of the Overtime Class;
- 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 Defendant properly calculated and paid all wages for rest and recovery periods to members of the Piece Rate Class pursuant to Labor Code § 226.2.
- f. Whether Defendants furnished legally compliant wage statements to members of the Wage Statement Class pursuant to Labor Code § 226;
- g. Whether Defendants reimbursed members of the Expense Reimbursement Class for all necessary business expenses pursuant to Labor Code § 2802; 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.

20. **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

1 authorized and permitted all rest periods, did not receive premium pay for non-compliant meal and
2 rest periods, was not paid all wages due on rest and recovery periods; was not paid all final wages
3 upon separation of employment, was not provided with accurate, compliant, itemized wage
4 statements, and was not reimbursed for all necessary business expenses.

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

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

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

27 24. Furthermore, the prosecution of separate actions by the individual class members,
28 even if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications

1 with respect to the individual class members against Defendants herein; and which would establish
2 potentially incompatible standards of conduct for Defendants; and/or legal determinations with
3 respect to individual class members which would, as a practical matter, be dispositive of the interest
4 of the other class members not parties to adjudications or which would substantially impair or
5 impede the ability of the class members to protect their interests. As such, the Classes identified
6 hereinabove are maintainable as classes under § 382 of the Code of Civil Procedure.

7 **FIRST CAUSE OF ACTION**
8 **MINIMUM WAGE VIOLATIONS**
9 **(Against All Defendants)**

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

12 26. Labor Code §§ 1182.12, 1197, and Wage Order 9, § 4 establish the right of
13 employees to be paid minimum wages for all hours worked, in amounts set by state or local law.
14 Labor Code §§ 1194(a) and 1194.2(a) provide that an employee who has not been paid the legal
15 minimum wage as required by Labor Code § 1197 may recover the unpaid balance together with
16 attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid
17 wages and interest accrued thereon. At all relevant times herein, Defendants failed to conform its
18 pay practices to the requirements of the law by failing to pay Plaintiff and members of the
19 Minimum Wage Class for all hours worked, including, but not limited to, all hours they were
20 subject to the control of Defendants and/or suffered or permitted to work under the Labor Code and
21 Wage Order 9.

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

27 28. As a consequence of Defendants' non-payment of minimum wages, Plaintiff and
28 members of the Minimum Wage Class seek recovery of the balance of unpaid wages, including

1 interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor Code §§
2 218.6, 558, 1194, 1194.2, and 1199, Code of Civil Procedure § 1021.5; and Civil Code §§ 3287 and
3 3289.

4 **SECOND CAUSE OF ACTION**
5 **OVERTIME WAGE VIOLATIONS**
6 **(Against All Defendants)**

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

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

13 31. At all times relevant herein, Defendants were required to properly compensate non-
14 exempt employees, including Plaintiff and members of the Overtime Class, for all overtime hours
15 worked pursuant to Labor Code § 1194 and Wage Order 9. Wage Order 9, § 3 requires an employer
16 to pay an employee one and one-half (1½) times and two times the employee's regular rate of pay
17 for overtime and double time hours work. Defendants caused Plaintiff and members of the Overtime
18 Class to work overtime hours but failed to compensate these employees with all overtime hours
19 actually worked.

20 32. As a consequence of Defendants' non-payment of overtime wages, Plaintiff and
21 members of the Overtime Class seek recovery of the balance of unpaid overtime wages, including
22 interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor Code §§
23 204, 210, 216, 218.6, 510, 1194, and 1198; Code of Civil Procedure § 1021.5; and Civil Code §§
24 3287 and 3289.

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1 **THIRD CAUSE OF ACTION**

2 **MEAL PERIOD VIOLATIONS**

3 **(Against All Defendants)**

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

6 34. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed
7 in their affirmative obligation to provide all of their non-exempt employees in California, including
8 Plaintiff and members of the Meal Period Class, with all legally compliant meal periods in
9 accordance with the mandates of the Labor Code and Wage Order 9, § 11.

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

13 36. As a consequence of Defendants' unlawful meal period practices, Plaintiff and
14 members of the Meal Period Class seek recovery of unpaid premium wages for meal period
15 violations including interest thereon, statutory penalties, and costs of suit, pursuant to Labor Code
16 §§ 226.7, 512, 558, Wage Order 9, and Civil Code §§ 3287 and 3289.

17 **FOURTH CAUSE OF ACTION**

18 **REST PERIOD VIOLATIONS**

19 **(Against All Defendants)**

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

22 38. Labor Code §§ 226.7, 516, 558, and Wage Order 9, § 12 and establish the right of
23 employees to be provided with a rest period of at least 10 minutes for each four-hour period
24 worked, or major fraction thereof. Plaintiff is informed and believes, and based thereon alleges, that
25 despite Defendants' failure to authorize and permit Plaintiff and members of the Rest Period Class
26 to take all legally compliant rest periods as alleged herein, Defendants did not pay these individuals
27 an additional hour of pay at their respective regular rate for the rest periods that they failed to
28 authorize and permit them to take, as required by Labor Code § 226.7.

1 39. As a consequence of Defendants' unlawful rest period practices, Plaintiff and
2 members of the Rest Period Class seek recovery of unpaid premium wages for rest period violations
3 including interest thereon, statutory penalties, and costs of suit, statutory penalties, attorneys' fees,
4 and costs of suit according to Labor Code §§ 226.7, 516, 558, Wage Order 9, and Civil Code §§
5 3287 and 3289.

6 **FIFTH CAUSE OF ACTION**
7 **WAGE STATEMENT PENALTIES**
8 **(Against All Defendants)**

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

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

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

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

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

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

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

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

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

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

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

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1 **SEVENTH CAUSE OF ACTION**

2 **FAILURE TO REIMBURSE NECESSARY BUSINESS EXPENSES**

3 **(Against All Defendants)**

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

6 51. At all relevant times herein, Defendants were subject to Labor Code § 2802, which
7 states that “an employer shall indemnify his or her employees for all necessary expenditures or
8 losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his
9 or obedience to the directions of the employer.”

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

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

16 **EIGHTH CAUSE OF ACTION**

17 **VIOLATION OF LABOR CODE SECTION 226.2**

18 **(Against All Defendants)**

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

21 55. At all relevant times herein, Defendants were subject to Labor Code § 226.2, which
22 requires employers to separately compensate piece-rate employees for rest and recovery periods an
23 “average hourly rate determined by dividing the total compensation for the workweek, exclusive of
24 compensation for rest and recovery periods and any premium compensation for overtime, by the
25 total hours worked during the workweek, exclusive of rest and recovery periods.”

26 56. Defendants violated Labor Code § 226.2 by failing to properly calculate the regular
27 rate of pay for rest and recovery periods, including, but not limited to, always rounding the regular
28 rate of pay down to the nearest cent which resulted in underpayment of rest and recovery period

1 wages.

2 57. As a consequence of Defendants' failure to pay all rest and recovery period wages,
3 Plaintiff and members of the Regular Rate Class seek recovery of the balance of unpaid wages,
4 including interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor
5 Code §§ 218.5 and 218.6, Code of Civil Procedure § 1021.5, and Civil Code §§ 3287 and 3289.

6 **NINTH CAUSE OF ACTION**

7 **UNFAIR COMPETITION**

8 **(Against All Defendants)**

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

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

- 13 a. failing to pay Plaintiff and members of the Minimum Wage Class all minimum
14 wages due;
- 15 b. failing to pay Plaintiff and members of the Overtime Class all overtime wages due;
- 16 c. failing to provide Plaintiff and members of the Meal Period Class with all meal
17 periods to which they are entitled, and failing to pay them all meal period premium
18 wages due;
- 19 d. failing to authorize and permit Plaintiff and members of the Rest Period Class all rest
20 periods to which they are entitled, and failing to pay them all rest period premium
21 wages due;
- 22 e. failing to issue accurate and itemized wage statements to Plaintiff and members of
23 the Wage Statement Class;
- 24 f. failure to pay all rest and recovery period wages to Plaintiff and members of the
25 Regular Rate Class;
- 26 g. failing to timely pay all final wages to Plaintiff and members of the Waiting Time
27 Penalty Class; and
- 28 h. failing to reimburse all necessary business expenses to Plaintiff and members of the

Expense Reimbursement Class.

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

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

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

TENTH CAUSE OF ACTION

PRIVATE ATTORNEYS GENERAL ACT

(Against All Defendants)

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

64. Plaintiff, an "aggrieved employee" within the meaning of Labor Code § 2698, *et seq.*, acting on behalf of himself and other aggrieved employees (collectively, "Aggrieved Employees"), brings this representative action against Defendants to recover the civil penalties due to Plaintiff and other Aggrieved Employees, and the State of California according to proof pursuant to Labor Code § 558 and § 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial violation for each failure to pay each employee and \$200 for each subsequent violation or willful or intentional violation pursuant to Labor Code § 210 for each failure to pay each employee, plus 25% of the amount unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each subsequent violation pursuant to Labor Code § 558 per employee per pay period; (3) \$100 for each initial violation and \$250 for each subsequent violation pursuant to Labor Code § 1197.1 per employee per pay period; (4) \$250 for each initial violation and \$1,000 for each subsequent

1 violation pursuant to Labor Code § 226.3 per employee per pay period; (5) pursuant to Labor Code
2 section 256, a civil penalty in an amount not exceeding 30 days per former employee as waiting
3 time under the terms of Labor Code § 203; and/or (6) \$100 for each initial violation and \$200 for
4 each subsequent violation per employee per pay period for those violations of the Labor Code for
5 which no civil penalty is specifically provided, based on the following Labor Code violations:

- 6 a. Failing to pay minimum wages for all hours worked to Aggrieved Employees in
7 violation of Labor Code § 558, 1182.12, 1194, 1194.2, 1197, and 1198;
- 8 b. Failing to pay Aggrieved Employees all earned overtime compensation in violation
9 of Labor Code §§ 204, 510, 558, 1194, and 1198;
- 10 c. Failing to provide all legally required meal periods, and failure to pay meal period
11 premium wages, to Aggrieved Employees at the regular rate of compensation in
12 violation of Labor Code §§ 226.7, 512, 558, and 1198;
- 13 d. Failing to authorize and permit all legally required rest periods, and failure to pay
14 rest period premium wages, to Aggrieved Employees at the regular rate of
15 compensation in violation of Labor Code §§ 226.7, 516, 558, and 1198;
- 16 e. Failing to pay all wages due on rest and recovery periods to Aggrieved Employees in
17 violation of Labor Code § 226.2;
- 18 f. Failing to furnish Aggrieved Employees with complete, accurate, itemized wage
19 statements in violation of Labor Code § 226;
- 20 g. Failing to timely pay all final wages and compensation earned by Aggrieved
21 Employees at the time of separation in violation of Labor Code §§ 201-202;
- 22 h. Failure to reimburse Aggrieved Employees for all necessary business expenses in
23 violation of Labor Code § 2802;
- 24 i. Failing to pay Aggrieved Employees all earned wages at least twice during each
25 calendar month in violation of Labor Code § 204; and
- 26 j. Failing to maintain accurate records on behalf of Aggrieved Employees in violation
27 of Labor Code §§ 1174 and 1198.
- 28 65. On or about August 15, 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, and the LWDA has not provided notice that it intends to investigate the violations, Plaintiff has exhausted administrative requirements for bringing a claim under the Private Attorneys General Act with respect to these violations.

66. 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;

1 10. Upon the Seventh Cause of Action, for unreimbursed business expenses according to
2 proof pursuant to Labor Code § 2802;

3 11. Upon the Eighth Cause of Action, for rest and recovery period wages according to
4 proof pursuant to Labor Code § 226.2;

5 12. Upon the Ninth Cause of Action, for restitution to Plaintiff and members of the
6 Classes of all money and/or property unlawfully acquired by Defendants by means of any acts or
7 practices declared by this Court to be in violation of Business and Professions Code §§ 17200, *et*
8 *seq.*;

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

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

25 15. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§
26 218.5, 226, 1194, and 2699(g), and Code of Civil Procedure § 1021.5; and

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

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1 **DEMAND FOR JURY TRIAL**

2 Plaintiff hereby demands a trial by jury on all claims.

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4 DATED: October 19, 2023

JUSTICE FOR WORKERS, P.C.

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6 By: 

7 Young K. Park

8 William C. Sung

9 Attorneys for Plaintiff VINCENT P. CABRAL
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