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1 DAVID YEREMIAN & ASSOCIATES, INC.

David Yeremian (SBN 226337)

2 david@yeremianlaw.com

Natalie Haritoonian (SBN 324318)

3 natalie@yeremianlaw.com

2540 Foothill Blvd., Suite 201

4 La Crescenta, CA 91214

Telephone: (818) 230-8380

5 Facsimile: (818) 230-0308

6 DAVTYAN LAW FIRM, INC.

Emil Davtyan (SBN 299363)

7 emil@davtyanlaw.com

400 N. Brand Blvd, Suite 700

8 Glendale, CA 91203

Telephone: (818) 875-2008

9 Facsimile: (818) 722-3974

10 Attorneys for Plaintiff JORGE LEYVA,
on behalf of herself and others similarly situated

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

12 **FOR THE COUNTY OF SAN JOAQUIN**

13 JORGE LEYVA, an individual on behalf of
14 himself and all others similarly situated,

15 Plaintiff,

16 vs.

17 UNIVERSAL SERVICE RECYCLING,
INC., a California corporation; UNIVERSAL
18 SERVICE RECYCLING MERCED, INC., a
California corporation; UNIVERSAL
19 SERVICE RECYCLING NEVADA, LLC, a
business entity of unknown form and DOES
20 1 through 50, inclusive,

21 Defendants.

Case No.: STK-CV-UOE-2023-7845⁷⁵

Assigned for All Purposes To:

Hon. Robert T. Waters

Dept.: 11B

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
9. Failure to Reimburse Necessary Business Expenses § 2802;
10. Failure to Produce Requested Employment Records Under Labor Code §§ 226(b), 1198.5
11. Violation of Business & Professions Code § 17200 *et seq.*; and
12. Penalties under PAGA, Labor Code § 2698.

DEMAND FOR JURY TRIAL

BY FAX

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1 corporation and is registered with the California Secretary of State. Defendant UNIVERSAL
2 SERVICE RECYCLING MERCED, INC. has been the employer listed on the employment
3 records issued to Plaintiff during the relevant time period that Plaintiff was employed with
4 Defendants.

5 7. Defendant UNIVERSAL SERVICE RECYCLING NEVADA, LLC is a business
6 entity of unknown form and has been the employer listed on the employment records issued to
7 Plaintiff during the relevant time period that Plaintiff was employed with Defendants.

8 8. The true names and capacities, whether individual, corporate, associate, or
9 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
10 unknown to Plaintiff, who therefore sue these Defendants by such fictitious names under Code of
11 Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants
12 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
13 some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend
14 this Complaint to reflect the true names and capacities of the Defendants designated herein as
15 Does 1 through 50 when their identities become known.

16 9. Plaintiff is informed and believes and thereon alleges that each Defendant acted in
17 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
18 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
19 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
20 all respects as the employers or joint employers of Class Members. Defendants, and each of them,
21 exercised control over the wages, hours or working conditions of Class Members, or suffered or
22 permitted Class Members to work, or engaged, thereby creating a common law employment
23 relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly
24 employed Class Members.

25 10. Whenever and wherever reference is made in this Complaint to any act by a
26 defendant or defendants, such allegations and references shall also be deemed to mean the acts and
27 failures to act of each defendant acting individually, jointly, and severally.

28 11. Whenever and wherever reference is made to individuals who are not named as a

1 Defendant in this Complaint but were agents, servants, employees and/or supervisors of
2 Defendants, such individuals at all relevant times acted on behalf of Defendants within the scope
3 of their employment.

4 **JURISDICTION AND VENUE**

5 12. This Court has jurisdiction over this Action pursuant to California Code of Civil
6 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
7 as a Class Action on behalf of similarly situated Class Members of Defendants pursuant to
8 California Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial
9 district pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief,
10 the obligations and liabilities giving rise to this lawsuit occurred in part in San Joaquin County.
11 Defendants maintain and operate facilities in San Joaquin County and employs Plaintiff and other
12 Class Members in San Joaquin County, while doing business throughout California.

13 **FACTUAL BACKGROUND**

14 13. Class Members consistently worked at Defendants behest without being paid all
15 wages due. Class Members were either not paid by Defendants for all hours worked or were not
16 paid at the appropriate minimum, regular and overtime rates. Plaintiff also contends that
17 Defendants failed to pay Class Members all wages due and owing, including by requiring off the
18 clock work, failing to incorporate non-discretionary bonuses and/or commissions into the regular
19 rate of pay used to calculate and pay for overtime pay, double pay, sick pay, and meal and rest
20 break premiums, unlawfully rounding to their detriment, failing to provide meal and rest breaks,
21 failing to furnish accurate wage statements, failing to timely pay wages including final wages,
22 failing to maintain accurate records, failing to reimburse necessary business expenses, and failing
23 to reduce excessive heat to a degree providing reasonable comfort all in violation of various
24 provisions of the California Labor Code and applicable Wage Orders.

25 14. During the course of Class Members' employment with Defendants, they were not
26 paid all wages they were owed, including for all work performed resulting in off the clock work.
27 Class Members were required to perform pre-shift and post-shift off the clock work which they
28 were not compensated for despite being subject to Defendants' control. Specifically, at the

1 beginning of Class Members' shift, they were required to unload a car prior to clocking in.
2 Similarly, at the end of Class Members' shift, they were required to unload the car after clocking
3 out. Additionally, Class Members had to wait in line for a time clock to become available thereby
4 resulting in further off the clock work.

5 15. Defendants also failed to pay Class Members all wages due and owing because
6 Defendants failed to incorporate non-discretionary, performance-based bonuses and/or
7 commissions into the regular rate of pay. Contrary to the requirements of the Labor Code and IWC
8 Wage Orders under California law, Defendants did not incorporate these non-discretionary
9 bonuses and/or commissions paid to the Class Members into the regular rate of pay Defendants
10 used to calculate and pay for overtime pay, double time pay, sick pay, and meal and rest break
11 premiums.

12 16. Defendants also failed to pay Class Members all wages due and owing because
13 Defendants failed to pay for on-call time. Specifically, Defendants would contact Plaintiff and
14 inform him that the truck has arrived and needs to immediately be unloaded. Plaintiff had to
15 immediately report to work and was not paid on-call pay. Upon information and belief, Class
16 Members were also required to be on-call and were not compensated for on-call pay.

17 17. Moreover, Defendants had a consistent policy and practice of unlawfully rounding
18 hours worked to the detriment of the Class Members. Rather than paying Class Members for all
19 hours and minutes they actually worked, Defendants followed a uniform policy and practice of
20 rounding all time entries to the nearest quarter-hour or half-hour (i.e. to the nearest 15-minute or
21 30-minute time increment), and generally did so to the detriment of the Class Members, and
22 Plaintiff contend this policy is not neutral and resulted, over time, to the detriment of the Class
23 Members by systematically under-compensating them. Rather than reflecting the actual hours
24 worked by Class Members, the time entries were rounded and reduced to reflect the scheduled
25 work time rather than the actual hours worked. These unlawfully rounded time entries were
26 inputted into Defendants' payroll system from which wage statements and payroll checks were
27 created.

28 18. By implementing policies, programs, practices, procedures and protocols which

1 resulted in off the clock work, unlawful rounding by Defendants, and the failure to incorporate
2 non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and
3 pay overtime, double time, sick pay, and meal and rest break premiums, Defendants' willful
4 actions resulted in the systematic underpayment of wages to Class Members, including
5 underpayment of overtime pay to Class Members over the relevant time period. For example, the
6 above described off the clock work addressed above caused Plaintiff to begin receiving overtime
7 pay later than they should have.

8 19. As a result of the above described requirements to work off the clock, unlawful
9 rounding by Defendants, the failure to incorporate non-discretionary bonuses and/or commissions
10 into the regular rate of pay used to calculate and pay overtime, double time, sick pay, and meal
11 and rest break premiums, and the other wage violations they endured at Defendants' hands, Class
12 Members were not properly paid all wages earned and all wages owed to them by Defendants,
13 including when working more than eight (8) hours in any given day and/or more than forty (40)
14 hours in any given week.

15 20. As a result of Defendants' unlawful policies and practices, Class Members incurred
16 overtime hours worked for which they were not adequately and completely compensated, in
17 addition to the hours they were required to work off the clock. To the extent applicable,
18 Defendants also failed to pay Class Members at an overtime rate of 1.5 times the regular rate for
19 the first eight hours of the seventh consecutive work day in a week and overtime payments at the
20 rate of 2 times the regular rate for hours worked over eight (8) on the seventh consecutive work
21 day, as required under the Labor Code and applicable IWC Wage Orders.

22 21. Therefore, from at least four (4) years prior to the filing of this lawsuit and
23 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
24 Members for all hours worked, and failing to pay minimum wages for all time worked, as required
25 by California law. Defendants thus failed to pay Class Members at least minimum wages for all
26 the time they worked for Defendants in violation of the Labor Code and applicable IWC Wage
27 Orders as the actual times when Class Members were under the control and direction of
28 Defendants was under reported in the hours reflected on the timekeeping records. Furthermore,

1 Defendants' willful actions resulted in the systematic underpayment of wages to Class Members,
2 including underpayment of overtime pay to Class Members over a period of time.

3 22. Therefore, from at least four (4) years prior to the filing of this lawsuit and
4 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
5 Members for all hours worked. Also, from at least four (4) years prior to the filing of this lawsuit
6 and continuing to the present, Defendants also had a consistent policy or practice of failing to pay
7 Class Members their true and correct overtime compensation at premium overtime rates for all
8 hours worked in excess of eight (8) hours a day and/or forty (40) hours a week, and double-time
9 rates for all hours worked in excess of twelve (12) hours a day, in violation of Labor Code § 510
10 and the corresponding sections of IWC Wage Orders.

11 23. Additionally, Defendants failed to provide all the legally required unpaid, off-duty
12 meal periods and all the legally required paid, off-duty rest periods to Class Members, as required
13 by the applicable Wage Order and Labor Code. Class Members were required to perform work as
14 ordered by Defendants for more than five (5) hours during a shift but were often required to do so
15 without receiving a lawful and timely meal break. In addition to untimely meal periods,
16 Defendants also required Class Members to respond to work demands. Defendants placed their
17 needs over Class Members lawful meal and rest breaks and this resulted in Class Members often
18 having to work through their scheduled meal and/or rest breaks, or otherwise taking shortened
19 ones, because the demands of the job would not avail them the opportunity to take a lawfully
20 uninterrupted and off duty meal and/or rest break. Additionally, Class Members were required to
21 keep their walkie talkies on at all times during work hours. Class Members were required to
22 remain under Defendants' control by monitoring their walkie talkies and responding to work
23 demands. Therefore, to the extent Class Members attempted to take a break, it was not duty-free.

24 24. On the occasions when Class Members worked over 10 hours in a shift, Defendants
25 also failed to provide them with a second, uninterrupted, timely and duty-free meal period. As a
26 result, Defendants' failure to provide Class Members with all legally required off-duty, unpaid
27 meal periods and all the legally required off-duty, paid rest periods is and will be evidenced by
28 Defendants' business records, or lack thereof. Defendants also failed to pay Class Members

1 “premium pay,” i.e. one hour of wages at each Class Member’s effective hourly rate of pay, for
2 each meal period or rest break that Defendants failed to provide or deficiently provided.

3 25. Therefore, for at least four years prior to the filing of this action and through to the
4 present, Defendants have regularly required Class Members to work shifts in excess of five (5)
5 hours without providing them with uninterrupted meal periods of not less than thirty (30) minutes,
6 and shifts in excess of (10) hours without providing them with second meal periods of not less
7 than thirty minutes; nor did Defendants pay Class Members “premium pay,” i.e. one hour of
8 wages at each Class Member’s effective hourly rate of pay, for each meal period that Defendants
9 failed to provide or deficiently provided.

10 26. Meal period violations thus occurred in one or more of the following manners:

- 11 (a) Class Members were not provided full thirty-minute duty free meal periods
12 for work days in excess of five (5) hours and were not compensated one (1)
13 hour’s wages in lieu thereof, all in violation of, among others, Labor Code
14 §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
15 Order(s);
- 16 (b) Class Members were not provided second full thirty-minute duty free meal
17 periods for work days in excess of ten (10) hours;
- 18 (c) Class Members were required to work through at least part of their daily
19 meal period(s);
- 20 (d) Meal periods were provided after five (5) hours of continuous work during
21 a shift; and
- 22 (e) Class Members were restricted in their ability to take a full thirty-minute
23 meal period.

24 27. Class Members were also not authorized and permitted to take lawful rest periods,
25 were systematically required by Defendants to work through or during breaks and were not
26 provided with one (1) hour’s wages in lieu thereof. Class Members were restricted in their ability
27 to take their full ten (10) minutes net rest time or were otherwise not provided with duty-free rest
28 periods. Therefore, from at least four years prior to the filing of this lawsuit and continuing to the

1 present, Defendants have consistently failed to provide Class Members with paid rest breaks of not
2 less than ten minutes for every work period of four or more consecutive hours; or major fraction
3 thereof, nor did Defendant pay Class Members premium pay for each day on which requisite rest
4 breaks were not provided or were deficiently provided.

5 28. Rest period violations therefore arose in one or more of the following manners:

- 6 (a) Class Members were required to work without being provided a minimum
7 ten (10) minute rest period for every four (4) hours or major fraction
8 thereof worked and were not compensated one (1) hour of pay at their
9 regular rate of compensation for each workday that a rest period was not
10 provided;
- 11 (b) Class Members were not authorized and permitted to take timely rest
12 periods for every four hours worked, or major fraction thereof; and
- 13 (c) Class Members were required to remain on-duty during rest periods or
14 otherwise had their rest periods interrupted by work demands.

15 29. Defendants also consistently failed to issue accurate itemized wage statements as
16 required by Labor Code § 226(a). Specifically, the wage statements given to Class Members fail to
17 provide Defendants' full address. Thus, the wage statements do not comply with Labor Code §
18 226(a)(8). Additionally, the wage statements given to Class Members failed to incorporate non-
19 discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay
20 overtime compensation, double time pay, sick pay, and meal and rest break premiums. Thus, the
21 wage statements do not provide accurate hourly rates for overtime and the statements do not
22 comply with Labor Code § 226(a)(9). Moreover, the wage statements given to Class Members
23 failed to accurately account for unpaid wages and overtime because Defendants had unlawfully
24 rounded time entries to the detriment of the Class Members and their actual hours worked were
25 under-reported due to off the clock work. Additionally, the wage statements given to Class
26 Members failed to accurately account for premium pay for deficiently provided meal periods and
27 rest breaks.

28 30. From at least four (4) years prior to filing this lawsuit and continuing to the present,

1 Defendants have thus also had a consistent policy of failing to pay all wages owed to Class
2 Members at the time of their termination of within seventy-two (72) hours of their resignation, as
3 required by California wage-and-hour laws. Specifically, Class Members were not paid all regular
4 and overtime wages because Defendants failed to pay for all hours worked, required off the clock
5 work, unlawfully rounded time entries to the detriment of Class Members, and failed to
6 incorporate non-discretionary bonuses and/or commissions into the regular rate of pay used to
7 calculate and pay for overtime, double time, sick pay, and meal and rest break premiums.
8 Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest
9 periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the
10 required time was willful within the meaning of Labor Code § 203.

11 31. Additionally, from at least four (4) years prior to the filing of this lawsuit and
12 continuing to the present, Defendants have regularly required Plaintiff to incur business expenses
13 in the course of performing his required job duties for Defendants including for cell phone
14 expenses, mileage, and other costs such as his supervisor's lunch. Plaintiff was required to drive to
15 the mechanic to pick up Defendants' car. Additionally, Plaintiff was required to use his cell phone
16 to communicate with customers regarding tools. Upon information and belief, Class Members
17 incurred similar costs. These expenses incurred by Plaintiff and Class Members were necessary
18 and required of them in performing their assigned job duties, but Defendants failed to reimburse
19 Plaintiff and Class Members for all such necessary expenditures, thus entitling them to
20 reimbursement according to proof as required under Labor Code § 2802 and the applicable
21 provisions of the IWC Wage Orders.

22 32. Moreover, pursuant to the Occupational Safety and Health Administration,
23 employers must keep the thermostat between 68 and 78 degrees Fahrenheit. Paragraph 15 of the
24 California Wage Orders state: "the temperature maintained in each work area shall provide
25 reasonable comfort consistent with industry-wide standards for the nature of the process and the
26 work performed. If excessive heat or humidity is created by the work process, the employer shall
27 take all feasible means to reduce such excessive heat or humidity to a degree providing reasonable
28 comfort." Here, the facility did not have air condition and/or proper air ventilation and the

1 temperature was above what is legally allowed.

2 33. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to,
3 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 558, 558.1, 1174,
4 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1198.5, 1199, 2802 and 2698 *et seq.* and
5 California Code of Regulations, Title 8, section 11000 *et seq.*

6 34. Furthermore, pursuant to Business and Professions Code §§ 17200-17208, Plaintiff
7 and the Class Members seek injunctive relief, restitution, and disgorgement of all benefits
8 Defendants have enjoyed from their violations of Labor Code and the other unfair, unlawful, or
9 fraudulent practices alleged in this Complaint.

10 **CLASS ALLEGATIONS**

11 35. Plaintiff seeks to represent the Subclasses composed of and defined as follows:

12 a. Subclass 1. Minimum Wages Subclass. All Class Members who were not
13 compensated for all hours worked for Defendants at the applicable minimum wage.

14 b. Subclass 2. Wages and Overtime Subclass. All Class Members who were not
15 compensated for all hours worked for Defendants at the required rates of pay, including for all
16 hours worked in excess of eight in a day and/or forty in a week.

17 c. Subclass 3. Meal Period Subclass. All Class Members who were subject to
18 Defendants' policy and/or practice of failing to provide unpaid 30-minute uninterrupted and duty-
19 free meal periods or one hour of pay at the Class Member's regular rate of pay in lieu thereof.

20 d. Subclass 4. Rest Break Subclass. All Class Members who were subject to
21 Defendants' policy and/or practice of failing to authorize and permit Class Members to take
22 uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction
23 thereof, and failing to pay one hour of pay at the Class Member's regular rate of pay in lieu
24 thereof.

25 e. Subclass 5. Wage Statement Subclass. All Class Members who, within the
26 applicable limitations period, were not provided with accurate itemized wage statements.

27 f. Subclass 6. Termination Pay Subclass. All Class Members who, within the
28 applicable limitations period, either voluntarily or involuntarily separated from their employment

1 and were subject to Defendants' policy and/or practice of failing to timely pay wages upon
2 termination.

3 g. Subclass 7: Failure to Timely Pay Wages Twice Monthly Subclass. All Class
4 Members who were subject to Defendants' policy and practice of not timely paying all wages
5 earned when they were due and payable at least twice monthly.

6 h. Subclass 8. Payroll Records Subclass. All Class members who were subject to
7 Defendants' policy and/or practice of failing to keep accurate time and wage records as required
8 by California wage-and-hour laws.

9 i. Subclass 9. Expense Reimbursement Subclass. All Class Members who incurred
10 necessary and reasonable expenses in connection with performing their job duties for
11 Defendant and who were subject to a policy and/or practice under which such expenses
12 were not reimbursed.

13 j. Subclass 10. Failure To Produce Requested Employment Records Subclass. All
14 Class members who, within the applicable limitations period, were denied the right to inspect and
15 receive all of their payroll records, timecards, and personnel records.

16 k. Subclass 11. UCL Subclass. All Class Members who are owed restitution as a
17 result of Defendants' business acts and practices, to the extent such acts and practices are found to
18 be unlawful, deceptive, and/or unfair.

19 36. Plaintiff reserves the right under California Rule of Court 3.765 to amend or
20 modify the class description with greater particularity or further division into subclasses or
21 limitation to particular issues. To the extent equitable tolling operates to toll claims by the Class
22 against Defendants, the Class Period should be adjusted accordingly.

23 37. Defendants, as a matter of company policy, practice and procedure, and in violation
24 of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order requirements,
25 and the applicable provisions of California law, intentionally, knowingly, and willfully, engaged
26 in a practice whereby Defendants failed to correctly calculate compensation for the time worked
27 by Class Members, even though Defendants enjoyed the benefit of this work, required Class
28 Members to perform this work and permitted or suffered to permit this work. Defendants have

1 uniformly denied these Class Members wages to which these employees are entitled and failed to
2 provide meal periods or authorize and permit rest periods, in order to unfairly cheat the
3 competition and unlawfully profit.

4 38. This action has been brought and may properly be maintained as a class action
5 under the provisions of Code of Civil Procedure § 382 because there is a well-defined community
6 of interest in litigation and proposed class is easily ascertainable.

7 **A. Numerosity**

8 39. The potential members of the class as defined are so numerous that joinder of all
9 the member of the class is impracticable. While the precise number of class member has not been
10 determined at this time, Plaintiff is informed and believes that Defendants employ or, during the
11 time period relevant to this lawsuit, hundreds of employees who satisfy the Class definition within
12 the State of California.

13 40. Accounting for employee turnover during the relevant time period increases this
14 number substantially. Plaintiff alleges that Defendants' employment records will provide
15 information as to the number and location of all Class Members.

16 **B. Commonality**

17 41. There are questions of law and fact common to the Class that predominates over
18 any questions affecting only individual Class Members. These common questions of law and fact
19 include:

- 20 a. Whether Defendants failed to pay Class Members minimum wages;
- 21 b. Whether Defendants failed to pay Class Members wages for all hours worked;
- 22 c. Whether Defendants failed to pay Class Members overtime as required under Labor
23 Code § 510;
- 24 d. Whether Defendants failed to incorporate non-discretionary bonuses and/or
25 commissions into the regular rate of pay used to calculate and pay overtime, double
26 time, sick pay, and meal and rest break premiums;
- 27 e. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable
28 IWC Wage Orders, by failing to provide Class Members with requisite meal

periods or premium pay in lieu thereof;

- f. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage Orders, by failing to authorize and permit Class Members to take requisite rest breaks or provide premium pay in lieu thereof;
- g. Whether Defendants violated Labor Code § 226(a) by providing Class Members with inaccurate wage statements;
- h. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- i. Whether Defendants' conduct was willful;
- j. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage Orders by failing to maintain accurate records of Class Members' earned wages and work periods;
- k. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- l. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- m. Whether Defendants violated Labor Code § 2802 by failing to reimburse all necessary business expenses Defendants required them to incur in performing their job duties;
- n. Whether Defendants violated Labor Code §§ 226 and 1198.5 by failing to produce employment records and pay records;
- o. Whether Defendants failed to reduce excessive heat to a degree providing reasonable comfort.
- p. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- q. Whether Class Members are entitled to equitable relief pursuant to Business and Professions Code § 17200 *et seq.*

C. Typicality

- 42. The claims of the named plaintiff is typical of those of Class Members. The Class

Members all sustained injuries and damages arising out of and caused by Defendants' common course of conduct in violation of statutes, as well as regulations that have the force and effect of law, as alleged herein.

D. Adequacy of Representation

43. Plaintiff will fairly and adequately represent and protect the interest of the Class Members. Counsel who represents Class Members are experienced and competent in litigating employment class actions.

E. Superiority of Class Action

44. A class action is superior to other available means for the fair and efficient adjudication of this controversy. Individual joinder of all Class Members is not practicable, and questions of law and fact common to all Class Members predominate over any questions affecting only individual Class Members. Each Class Member has been damaged and is entitled to recovery by reason of Defendants' illegal policies or practices of failing to compensate Class Members properly.

45. As to the issues raised in this case, a class action is superior to all other methods for the fair and efficient adjudication of this controversy, as joinder of all Class Members is impracticable and many legal and factual questions to be adjudicated apply uniformly to all Class Members. Further, as the economic or other loss suffered by vast numbers of Class Members may be relatively small, the expense and burden of individual actions makes it difficult for the Class Members to individually redress the wrongs they have suffered. Moreover, in the event disgorgement is ordered, a class action is the only mechanism that will permit the employment of a fluid fund recovery to ensure that equity is achieved. There will be relatively little difficulty in managing this case as a class action, and proceeding on a class-wide basis will permit Class Members to vindicate their rights for violations they endured which they would otherwise be foreclosed from receiving in a multiplicity of individual lawsuits that would be cost prohibitive to them.

46. Class action treatment will allow those persons similarly situated to litigate their claims in the manner that is most efficient and economical for the parties and the judicial system.

1 Plaintiff is unaware of any difficulties in managing this case that should preclude class treatment.
2 Plaintiff contemplates the eventual issuance of notice to the proposed Class Members that would
3 set forth the subject and nature of the instant action. The Defendants' own business records can be
4 utilized for assistance in the preparation and issuance of the contemplated notices. To the extent
5 that any further notice is required additional media and/or mailings can be used.

6 47. Defendants, as prospective and actual employers of the Class Members, had a
7 special fiduciary duty to disclose to prospective Class Members the true facts surrounding
8 Defendants' pay practices, policies and working conditions imposed upon Class Members as well
9 as the effect of any alleged arbitration agreements that may have been forced upon them. In
10 addition, Defendants knew they possessed special knowledge about pay practices and policies,
11 most notably intentionally refusing to pay for all hours actually worked which should have been
12 recorded in Defendants' pay records and the consequence of the alleged arbitration agreements
13 and policies and practices on Class Members.

14 48. Class Members did not discover the fact that they were entitled to all pay under the
15 Labor Code until shortly before the filing of this lawsuit nor was there ever any discussion about
16 Plaintiff's and the Class' waiver of their Constitutional rights of trial by jury, right to collectively
17 organize and oppose unlawful pay practices under California law as well as obtain injunctive relief
18 preventing such practices from continuing. As a result, the applicable statutes of limitation were
19 tolled until such time as Plaintiff and the Class Members discovered their claims.

20 **FIRST CAUSE OF ACTION**

21 **FAILURE TO PAY MINIMUM WAGES**

22 **(Against All Defendants)**

23 49. Plaintiff re-alleges and incorporate all preceding paragraphs, as though set forth in
24 full herein.

25 50. Defendants failed to pay Class Members minimum wages for all hours worked.
26 Defendants had a consistent policy of misstating Class Members' time records and failing to pay
27 Class Members for all hours worked. Class Members would work hours and not receive wages,
28 including as alleged above in connection with off the clock work and unlawful rounding of hours.

1 Additionally, Defendants failed to incorporate non-discretionary bonuses and/or commissions into
2 the regular rate of pay used to calculate and pay overtime. Defendants, and each of them, have
3 intentionally and improperly changed, adjusted and/or modified the hours of Class Members,
4 which resulted in off the clock work and underpayment of all wages owed to Class Members over
5 a period of time, while benefiting Defendants. During the relevant time period, Defendants thus
6 regularly failed to pay minimum wages to Class Members, to their detriment. Additionally,
7 Defendants had a consistent policy of failing to pay Class Members for hours worked during
8 alleged meal and rest periods for which Class Members were consistently denied, as also
9 addressed herein. Defendants' uniform pattern of unlawful wage and hour practices manifested,
10 without limitation, applicable to the Class as a whole, as a result of implementing a uniform policy
11 and practice that denied accurate compensation to Class Members as to minimum wage pay.

12 51. In California, employees must be paid at least the then applicable state minimum
13 wage for all hours worked. (IWC Wage Order MW-2014). Additionally, pursuant to California
14 Labor Code § 204, other applicable laws and regulations, and public policy, an employer must
15 timely pay its employees for all hours worked. Defendants failed to do so.

16 52. California Labor Code § 1197, entitled "Pay of Less Than Minimum Wage" states:
17 "The minimum wage for employees fixed by the commission is the minimum wage to be paid to
18 employees, and the payment of a less wage than the minimum so fixed is unlawful."

19 53. The applicable minimum wages fixed by the commission for work during the
20 relevant period is found in Paragraph 4(A)-4(D) of the IWC Wage Orders.

21 54. The minimum wage provisions of California Labor Code are enforceable by private
22 civil action pursuant to Labor Code § 1194(a) which states: "Notwithstanding any agreement to
23 work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
24 overtime compensation applicable to the employee is entitled to recover in a civil action the
25 unpaid balance of the full amount of this minimum wage or overtime compensation, including
26 interest thereon, reasonable attorney's fees and costs of suit."

27 55. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
28 incorporates the applicable Wage Order of the California Industrial Welfare Commission. Also,

1 California Labor Code §§ 1194, 1197, 1197.1 and those Industrial Welfare Commission Wage
2 Orders entitle non-exempt employees to an amount equal to or greater than the minimum wage for
3 all hours worked. All hours must be paid at the statutory or agreed rate and no part of this rate may
4 be used as a credit against a minimum wage obligation.

5 56. In committing these violations of the California Labor Code, Defendants
6 inaccurately recorded, or required Class Members to input times that did not reflect their actual
7 hours worked, or calculated the correct time worked and consequently underpaid the actual time
8 worked by Class Members. Defendants acted in an illegal attempt to avoid the payment of all
9 earned wages, and other benefits in violation of the California Labor Code, the Industrial Welfare
10 Commission requirements and other applicable laws and regulations. As a result of these
11 violations, Defendant also failed to timely pay all wages earned in accordance with California
12 Labor Code § 1194.

13 57. California Labor Code § 1194.2 also provides for the following remedies: “In any
14 action under Section 1194 . . . to recover wages because of the payment of a wage less than the
15 minimum wages fixed by an order of the commission, an employee shall be entitled to recover
16 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.”

17 58. In addition to restitution for all unpaid wages, pursuant to California Labor Code §
18 1197.1, Class Members are entitled to recover a penalty of \$100.00 for the initial failure to timely
19 pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each
20 employee minimum wages.

21 59. Pursuant to California Labor Code § 1194.2, Class Members are further entitled to
22 recover liquidated damages in an amount equal to wages unlawfully unpaid and interest thereon.

23 60. Defendants have the ability to pay minimum wages for all time worked and have
24 willfully refused to pay such wages with the intent to secure for Defendants a discount upon this
25 indebtedness with the intent to annoy, harass, oppress, hinder, delay, or defraud Class Members.

26 61. Wherefore, Class Members are entitled to recover the unpaid minimum wages
27 (including double minimum wages), liquidated damages in an amount equal to the minimum
28 wages unlawfully unpaid, interest thereon and reasonable attorney’s fees and costs of suit pursuant

1 to California Labor Code § 1194(a). Plaintiff and the other members of the Class further request
2 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the
3 assessment of any statutory penalties against Defendants, in a sum as provided by the California
4 Labor Code, including § 558, and/or other applicable statutes.

5 **SECOND CAUSE OF ACTION**

6 **FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510**

7 **(Against All Defendants)**

8 62. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
9 full herein.

10 63. California Labor Code § 1194 provides that “any employee receiving less than the
11 legal minimum wage or the legal overtime compensation applicable to the employee is entitled to
12 recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime
13 compensation, including interest thereon, reasonable attorney’s fees, and costs of suit.” The action
14 may be maintained directly against the employer in an employee’s name without first filing a
15 claim with the Division of Labor Standards and Enforcement.

16 64. By their conduct, as set forth herein, Defendants violated California Labor Code §
17 510 (and the relevant orders of the Industrial Welfare Commission) by failing to pay Class
18 Members: (a) time and one-half their regular hourly rates for hours worked in excess of eight (8)
19 hours in a workday or in excess of forty (40) hours in any workweek or for the first eight (8) hours
20 worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for
21 hours worked in excess of twelve (12) hours in any one (1) day or for hours worked in excess of
22 eight (8) hours on any seventh day of work in a workweek.

23 65. Defendants had a consistent policy of not paying Class Members wages for all
24 hours worked, including by requiring off the clock work and by unlawfully rounding down actual
25 hours worked as addressed above. Additionally, Defendants failed to incorporate non-
26 discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay
27 overtime. Defendants, and each of them, have intentionally and improperly rounded, changed,
28 adjusted and/or modified certain employees’ hours, including Plaintiff’s, in order to avoid paying

1 Class Members all earned and owed straight time and overtime wages and other benefits, in
2 violation of the California Labor Code, the California Code of Regulations and the IWC Wage
3 Orders and guidelines set forth by the Division of Labor Standards and Enforcement. Defendants
4 have also violated these provisions by requiring Class Members to work through portions of their
5 meal period. Therefore, Class Members were not properly compensated, nor were they paid
6 overtime rates for hours worked in excess of eight hours in a given day, and/or forty hours in a
7 given week. Based on information and belief, Defendants did not make available to Class
8 Members a reasonable protocol for correcting time records when Class Members worked overtime
9 hours or to fix incorrect time entries or those that Defendants unlawfully rounded to the Class
10 Members' detriment.

11 66. Defendants' failure to pay Class Members the unpaid balance of regular wages
12 owed and overtime compensation, as required by California law, violates the provisions of Labor
13 Code §§ 510 and 1198, and is therefore unlawful.

14 67. Additionally, Labor Code § 558(a) provides "any employer or other person acting
15 on behalf of an employer who violates, or causes to be violated, a section of this chapter or any
16 provisions regulating hours and days of work in any order of the IWC shall be subject to a civil
17 penalty as follows: (1) For any violation, fifty dollars (\$50) for each underpaid employee for each
18 pay period for which the employee was underpaid in addition to an amount sufficient to recover
19 underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each
20 underpaid employee for each pay period for which the employee was underpaid in addition to an
21 amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall
22 be paid to the affected employee." Labor Code § 558(c) states, "the civil penalties provided for in
23 this section are in addition to any other civil or criminal penalty provided by law." Defendants
24 have violated provisions of the Labor Code regulating hours and days of work as well as the IWC
25 Wage Orders. Accordingly, Plaintiff and the Class Members seek the remedies set forth in Labor
26 Code § 558.

27 68. Defendants' failure to pay compensation in a timely fashion also constituted a
28 violation of California Labor Code § 204, which requires that all wages shall be paid

1 semimonthly. From four (4) years prior to the filing of this lawsuit to the present, in direct
2 violation of that provision of the California Labor Code, Defendants have failed to pay all wages
3 and overtime compensation earned by Class Members. Each such failure to make a timely
4 payment of compensation to Class Members constitutes a separate violation of California Labor
5 Code § 204.

6 69. Class Members have been damaged by these violations of California Labor Code
7 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

8 70. Consequently, pursuant to the California Labor Code, including Labor Code §§
9 204, 510, 558, and 1194, and the applicable IWC Wage Order, paragraph 3(A) and 4(B),
10 Defendants are liable to Class Members for the full amount of all their unpaid wages and overtime
11 compensation, with interest, plus their reasonable attorneys' fees and costs, as well as the
12 assessment of any statutory penalties against Defendants, and each of them, and any additional
13 sums as provided by the Labor Code and/or other statutes.

14 **THIRD CAUSE OF ACTION**

15 **MEAL-PERIOD LIABILITY UNDER LABOR CODE § 226.7**

16 **(Against All Defendants)**

17 71. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
18 full herein.

19 72. Class Members regularly worked shifts greater than five (5) hours and in some
20 instances, greater than ten (10) hours. Pursuant to Labor Code § 512 an employer may not employ
21 someone for a shift of more than five (5) hours without providing him or her with a meal period of
22 not less than thirty (30) minutes or for a shift of more than ten (10) hours without providing him or
23 her with a second meal period of not less than thirty (30) minutes.

24 73. Defendants failed to provide Class Members with meal periods as required under
25 the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this
26 resulted in Class Members consistently having to work through their scheduled meal breaks
27 because the demands of the job would not avail them the opportunity to take a lawfully
28 uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions

1 when Class Members worked more than ten (10) hours in a given shift, they did so without
2 receiving a second uninterrupted thirty (30) minute meal period as required by law.

3 74. Defendants thus failed to provide Class Members with meal periods as required by
4 the Labor Code, including by not providing them with the opportunity to take meal breaks, by
5 providing them late or for less than thirty (30) minutes, or by requiring them to perform work
6 during breaks.

7 75. Moreover, Defendants failed to compensate Class Members for each meal period
8 not provided or inadequately provided, as required under Labor Code § 226.7 and paragraph 11 of
9 the applicable IWC Wage Orders, which provide that, if an employer fails to provide an employee
10 a meal period in accordance with this section, the employer shall pay the employee one (1) hour of
11 pay at the employee's regular rate of compensation for each workday that the meal period is not
12 provided. Defendants failed to compensate Class Members for each meal period not provided or
13 inadequately provided, as required under Labor Code § 226.7.

14 76. Therefore, pursuant to Labor Code § 226.7 and the applicable IWC Wage Order,
15 paragraph 11, Class Members are entitled to damages in an amount equal to one (1) hour of wages
16 at their effective hourly rates of pay for each meal period not provided or deficiently provided, a
17 sum to be proven at trial, as well as the assessment of any statutory penalties against the
18 Defendants, and each of them, in a sum as provided by the Labor Code and other statutes.

19 **FOURTH CAUSE OF ACTION**

20 **REST-BREAK LIABILITY UNDER LABOR CODE § 226.7**

21 **(Against All Defendants)**

22 77. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
23 full herein.

24 78. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
25 provide that employers must authorize and permit all employees to take rest periods at the rate of
26 ten (10) minutes net rest time per four (4) work hours.

27 79. Class Members consistently worked consecutive four (4) hour shifts and were
28 generally scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to

1 authorize and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC
2 Wage Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for
3 each consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely
4 rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants
5 placed their needs over Class Members lawful rest breaks and this resulted in Class Members
6 consistently having to work through their scheduled rest breaks because the demands of the job
7 would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break.
8 Thus, Class Members were consistently denied of their rest breaks.

9 80. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
10 provide that if an employer fails to provide an employee rest period in accordance with this
11 section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of
12 compensation for each workday that the rest period is not provided.

13 81. Defendants, and each of them, have therefore intentionally and improperly denied
14 rest periods to Class Members in violation of Labor Code §§ 226.7 and 512 and paragraph 12 of
15 the applicable IWC Wage Orders.

16 82. Defendants failed to authorize and permit Class Members to take rest periods, as
17 required by the Labor Code. Moreover, Defendants did not compensate Class Members with an
18 additional hour of pay at each Class Member's effective hourly rate for each day that Defendants
19 failed to provide them with adequate rest breaks, as required under Labor Code § 226.7.

20 83. Therefore, pursuant to Labor Code § 226.7 and paragraph 12 of the applicable IWC
21 Wage Orders, Class Members are entitled to damages in an amount equal to one (1) hour of wages
22 at their effective hourly rates of pay for each day worked without the required rest breaks, a sum to
23 be proven at trial, as well as the assessment of any statutory penalties against Defendants, and each
24 of them, in a sum as provided by the Labor Code and/or other statutes.

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FIFTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 226(a)
(Against All Defendants)

84. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

85. California Labor Code § 226(a) requires an employer to furnish each of his or her employees with an accurate, itemized statement in writing showing the gross and net earnings, total hours worked, and the corresponding number of hours worked at each hourly rate; these statements must be appended to the detachable part of the check, draft, voucher, or whatever else serves to pay the employee's wages; or, if wages are paid by cash or personal check, these statements may be given to the employee separately from the payment of wages; in either case the employer must give the employee these statements twice a month or each time wages are paid.

86. Defendants failed to provide Class Members with accurate itemized wage statements in writing, as required by the Labor Code. Specifically, the wage statements given to Class Members fail to provide Defendants' full address. Thus, the wage statements do not comply with Labor Code § 226(a)(8). Additionally, the wage statements given to Class Members failed to incorporate non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay overtime compensation, double time pay, sick pay, and meal and rest break premiums. Thus, the wage statements do not provide accurate hourly rates for overtime and the statements do not comply with Labor Code § 226(a)(9). Moreover, the wage statements given to Class Members failed to accurately account for unpaid wages and overtime because Defendants had unlawfully rounded time entries to the detriment of the Class Members and their actual hours worked were under-reported due to off the clock work. Additionally, the wage statements given to Class Members failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

87. Throughout the liability period, Defendants intentionally failed to furnish to Class Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any

1 applicable piece rate paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the
2 inclusive dates of the period for which the employee is paid, (7) the name of the employee and
3 only the last four digits of his or her social security number or an employee identification number
4 other than a social security number, (8) the name and address of the legal entity that is the
5 employer and (9) all applicable hourly rates in effect during the pay period and the corresponding
6 number of hours worked at each hourly rate by the employee pursuant to Labor Code § 226,
7 amongst other statutory requirements. Defendants knowingly and intentionally failed to provide
8 Class Members with such timely and accurate wage and hour statements.

9 88. Class Members suffered injury as a result of Defendants' knowing and intentional
10 failure to provide them with the accurate wage and hour statements as required by law and are
11 presumed to have suffered injury and be entitled to penalties under Labor Code § 226(e), as the
12 Defendants have failed to provide wage statements with accurate and complete information as
13 required by any one or more of items Labor Code § 226 (a)(1) to (9), inclusive, and Class
14 Members cannot promptly and easily determine from the wage statement alone one or more of the
15 following: (i) The amount of the gross wages or net wages paid to the employee during the pay
16 period or any of the other information required to be provided on the itemized wage statement
17 pursuant to items (2) to (4), inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the
18 employer made from gross wages to determine the net wages paid to the employee during the pay
19 period, (iii) The name and address of the employer and, (iv) The name of the employee and only
20 the last four digits of his or her social security number or an employee identification number other
21 than a social security number. For purposes of Labor Code § 226(e) "promptly and easily
22 determine" means a reasonable person [i.e. an objective standard] would be able to readily
23 ascertain the information without reference to other documents or information.

24 89. Therefore, as a direct and proximate cause of Defendants' violation of Labor Code
25 § 226(a), Class Members suffered injuries, including among other things confusion over whether
26 they received all wages owed them, the difficulty and expense involved in reconstructing pay
27 records, and forcing them to make mathematical computations to analyze whether the wages paid
28 in fact compensated them correctly for all hours worked.

90. Pursuant to Labor Code §§ 226(a) and 226(e) and 1174, and the applicable IWC Wage Order, paragraph 7(B), Class Members are entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and reasonable attorneys' fees.

SIXTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 203
(Against All Defendants)

91. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

92. Numerous Class Members are no longer employed by Defendants; they either quit Defendants' employ or were fired therefrom.

93. Defendants failed to pay these Class Members all wages due and certain at the time of termination or within seventy-two (72) hours of resignation.

94. The wages withheld from these Class Members by Defendants remained due and owing for more than thirty (30) days from the date of separation from employment.

95. Defendants failed to pay Class Members without abatement, all wages as defined by applicable California law. Specifically, Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked, required off the clock work, unlawfully rounded time entries to the detriment of Class Members, and failed to incorporate non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay for overtime, double time, sick pay, and meal and rest break premiums. Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the required time was willful within the meaning of Labor Code § 203.

96. Defendants' failure to pay wages, as alleged entitles these Class Members to penalties under Labor Code § 203, which provides that an employee's wages shall continue until

1 paid for up to thirty (30) days from the date they were due.

2 **SEVENTH CAUSE OF ACTION**
3 **VIOLATION OF LABOR CODE § 204**
4 **(Against All Defendants)**

5 97. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
6 full herein.

7 98. Labor Code § 204 instructs that: “All wages, ...earned by any person in any
8 employment are due and payable twice during each calendar month, on days designated in
9 advance by the employer as the regular paydays. Labor performed between the 1st and 15th days,
10 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month
11 during which the labor was performed, and labor performed between the 16th and the last day,
12 inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following
13 month.” Additionally, the requirements of this section shall be deemed satisfied by the payment of
14 wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven
15 calendar days following the close of the payroll period.” As detailed above, Defendants
16 maintained a consistently applied policy and practice of not paying all wages earned between the
17 1st and 15th days of a month between the 16th and 26th day and failed to pay all wages earned
18 between the 16th and the last day of the month between the 1st and 10th day of the following month.
19 Defendants similarly failed to pay all wages earned by not more than seven calendar days
20 following the close of the payroll period. These failures all arose from either Defendants’ failure to
21 pay for all hours worked or failure to pay all earned commission wages.

22 99. All wages due and owing to Plaintiff and the Class Members, including as required
23 under Labor Code § 510, were therefore not timely paid by Defendants, as addressed in detail
24 above. Additionally, wages required by Labor Code § 1194 and other sections became due and
25 payable to each Class Member in each pay period that he or she was not provided with a meal
26 period or rest period or paid straight or overtime wages or commissions to which he or she was
27 entitled.

28 100. Defendants thus violated Labor Code § 204 by systematically refusing to pay

1 wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the
2 applicable IWC Wage Orders, employers are required “to pay each employee, on the established
3 payday for the period involved, not less than the applicable minimum wage for all hours worked in
4 the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for longer
5 hours than those fixed by the order or under conditions of labor prohibited by the order is
6 unlawful.” Plaintiff and the Class Members may therefore pursue damages and penalties for
7 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders, including
8 penalties under paragraph 20 of the applicable IWC Wage Orders.

9 101. As a result of the unlawful acts of Defendants, Plaintiff and Class Members seek to
10 represent they have been deprived of wages in amounts to be determined at trial, and they are
11 entitled to recovery of such amounts, plus interest and penalties thereon, attorneys’ fees, and costs,
12 pursuant to Labor Code § 210, 218.5, 1194 and 1198, and paragraphs 4(B) and 20 of the
13 applicable IWC Wage Orders.

14 **EIGHTH CAUSE OF ACTION**

15 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174**
16 **AND 1174.5**

17 **(Against All Defendants)**

18 102. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
19 full herein.

20 103. California Labor Code § 1174 requires that all employers shall keep accurate time
21 and wage records for all employees. California Labor Code § 1174.5 further requires that any
22 employee suffering injury due to a willful violation of the aforementioned obligations may seek
23 damages, including civil penalties, from the employer.

24 104. During the course of Plaintiff’s and Class Members’ employment, Defendants
25 consistently failed to maintain accurate time and wage records for Plaintiff and Class Members as
26 required by California Labor Code § 1174 by failing to pay Plaintiff and Class Members proper
27 wages, overtime, and premium pay as discussed above.

28 105. Accordingly, Defendants are liable for civil penalties pursuant to the California

1 Labor Code § 1174.5 for the three (3) years prior to the filing of this Complaint.

2 **NINTH CAUSE OF ACTION**

3 **REIMBURSEMENT OF NECESSARY EXPENDITURES UNDER LABOR CODE § 2802**

4 **(Against All Defendants)**

5 106. Plaintiff re-alleges and incorporates all preceding paragraphs as though set forth in
6 full herein.

7 107. Under Labor Code § 2802(a) an employer must indemnify its employees for all
8 necessary expenditures or losses incurred by the employee in direct consequence of the discharge
9 of his or her duties, or of his or her obedience to the directions of the employer.

10 108. Defendants have regularly required Plaintiff to incur business expenses in the
11 course of performing his required job duties for Defendants including for cell phone expenses,
12 mileage, and other costs such as their supervisor's lunch. Plaintiff was required to drive to the
13 mechanic to pick up Defendants' car. Additionally, Plaintiff was required to use his cell phone to
14 communicate with customers regarding tools. Upon information and belief, Class Members
15 incurred similar costs. These expenses incurred by Plaintiff and Class Members were necessary
16 and required of them in performing their assigned job duties, but Defendants failed to reimburse
17 Plaintiff and Class Members for all such necessary expenditures. Class Members were not
18 reimbursed for those lawful and necessary work related expenses or losses incurred in direct
19 discharge of their job duties during employment with Defendants and at the direction of the
20 Defendants pursuant to Labor Code § 2802(a) and the applicable IWC Wage Orders, paragraph 9.

21 109. As a result of the unlawful acts of Defendants, Class Members have been deprived
22 of reimbursement in amounts to be determined at trial; they are entitled to recovery of such
23 amounts, plus interest and penalties thereon, attorneys' fees, and costs.

24 **TENTH CAUSE OF ACTION**

25 **FAILURE TO PRODUCE REQUESTED RECORDS, LABOR CODE §§ 226 and 1198**

26 **(Against All Defendants)**

27 110. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
28 full herein.

1 111. Pursuant to California Labor Code § 226, current and former employees have the
2 right to inspect or receive a copy of their records pertaining to their employment, upon reasonable
3 request to their employer. Under this statute, an employer that receives a request to inspect or
4 receive a copy of records pertaining to a current or former employee must comply with the request
5 as soon as practicable, but no later than twenty-one calendar days from the date of the request.

6 112. Pursuant to California Labor Code § 1198.5(a), every current and former employee,
7 or his or her representative, has the right to inspect and receive a copy of the personnel records
8 that the employer maintains relating to the employee's performance or to any grievance concerning
9 the employee. Under this statute, upon written request from a current or former employee or his or
10 her representative, an employer must make the contents of those personnel records available for
11 inspection or provide a copy of the personnel records to the current or former employee, or his or
12 her representative, not later than thirty calendar days from the date the employer receives the
13 written request, subject to some limited exceptions. Failure to comply with these requests allows
14 for a civil penalty seven hundred fifty dollars (\$750), pursuant to Labor Code §§ 1198.5(k) and
15 226(f).

16 113. Plaintiff sent written requests through his counsel to Defendants for their payroll
17 records, timecards, and personnel records. However, Plaintiff has not received all of his requested
18 records as of the date of this Complaint.

19 114. Defendants violated California Labor Code §§ 226 and 1198.5 by failing to timely
20 produce the required records requested by Plaintiff.

21 115. On information and belief, Defendants' failure to provide Plaintiff with all of his
22 requested employment records is not an isolated incident, but was instead consistent with
23 Defendants' policy and practice that applied to Plaintiff and Employees.

24 116. Pursuant to California Labor Code § 1198.5, Plaintiff and Employees are entitled to
25 a penalty of seven hundred fifty dollars (\$750) from Defendants and attorneys' fees and costs.

26 117. Pursuant to California Labor Code § 226(f), Plaintiff is entitled to a penalty of
27 seven hundred fifty dollars (\$750) from Defendants and attorneys' fees and cost, and the other
28 Class members similarly situated are similarly entitled.

1 **ELEVENTH CAUSE OF ACTION**

2 **VIOLATION OF BUSINESS & PROFESSIONS CODE § 17200 *ET SEQ.***

3 **(Against All Defendants)**

4 118. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
5 full herein.

6 119. Plaintiff, on behalf of himself, Class Members, and the general public, brings this
7 claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of Defendants as
8 alleged in this Complaint has been and continues to be unfair, unlawful, and harmful to Class
9 Members and the general public. Plaintiff seeks to enforce important rights affecting the public
10 interest within the meaning of Code of Civil Procedure § 1021.5.

11 120. Plaintiff is a “person” within the meaning of Business & Professions Code
12 § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive
13 relief, restitution, and other appropriate equitable relief.

14 121. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
15 business practices. By the conduct alleged herein, Defendants’ practices were deceptive and
16 fraudulent in that Defendants’ policy and practice failed to provide the required amount of
17 compensation for missed meal and rest breaks, and failed to adequately compensate Class
18 Members for all hours worked, due to systematic business practices as alleged herein that cannot
19 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission
20 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
21 which this Court should issue injunctive and equitable relief, pursuant to California Business &
22 Professions Code § 17203, including restitution of wages wrongfully withheld.

23 122. Wage-and-hour laws express fundamental public policies. Paying employees their
24 wages and overtime, providing them with meal periods and rest breaks, etc., are fundamental
25 public policies of California. Labor Code § 90.5(a) articulates the public policies of this State
26 vigorously to enforce minimum labor standards, to ensure that employees are not required or
27 permitted to work under substandard and unlawful conditions, and to protect law-abiding
28 employers and their employees from competitors who lower costs to themselves by failing to

1 comply with minimum labor standards.

2 123. Defendants have violated statutes and public policies. Through the conduct alleged
3 in this Complaint Defendants have acted contrary to these public policies, have violated specific
4 provisions of the Labor Code, and have engaged in other unlawful and unfair business practices in
5 violation of Business & Professions Code § 17200 *et seq.*; which conduct has deprived Plaintiff,
6 and all persons similarly situated, and all interested persons, of the rights, benefits, and privileges
7 guaranteed to all employees under the law.

8 124. Defendants' conduct, as alleged above, constitutes unfair competition in violation
9 of the Business & Professions Code § 17200 *et seq.*

10 125. Defendants, by engaging in the conduct herein alleged, by failing to pay wages and
11 overtime, failing to provide meal periods and rest breaks, etc., either knew or in the exercise of
12 reasonable care should have known that their conduct was unlawful; therefore their conduct
13 violates the Business & Professions Code § 17200 *et seq.*

14 126. By the conduct alleged herein, Defendants have engaged and continue to engage in
15 a business practice which violates California and federal law, including but not limited to, the
16 applicable Industrial Wage Order(s), the California Code of Regulations, and the California Labor
17 Code including Sections 203, 204, 226, 226.7, 512, 1194, 1197, and 1198, for which this Court
18 should issue declaratory and other equitable relief pursuant to California Business & Professions
19 Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair
20 competition, including restitution of wages wrongfully withheld.

21 127. As a proximate result of the above-mentioned acts of Defendants, Class Members
22 have been damaged, in a sum to be proven at trial.

23 128. Unless restrained by this Court Defendants will continue to engage in such
24 unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court
25 should make such orders or judgments, including the appointment of a receiver, as may be
26 necessary to prevent the use by Defendants or their agents or employees of any unlawful or
27 deceptive practice prohibited by the Business & Professions Code, including but not limited to the
28 disgorgement of such profits as may be necessary to restore Class Members to the money

Defendants have unlawfully failed to pay.

TWELFTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 2698, *ET SEQ.*
(Against All Defendants)

129. Plaintiff realleges and incorporates all preceding paragraphs, as though set forth in full herein.

130. Plaintiff and the Employees in the Class are also aggrieved employees as defined under Labor Code § 2699(c) in that they suffered the violations alleged in this Complaint and either were or are employed by the alleged violators, Defendants (“Aggrieved Employees”) during the relevant time period.

131. In failing to pay Aggrieved Employees minimum wages and overtime, failing to provide accurate itemized wage statements, and failing to pay Employees wages upon termination or timely upon resignation, all discussed above, Defendants failed to timely pay Aggrieved Employees wages on a semimonthly basis as required under Labor Code § 204. Defendants also failed to maintain records showing accurate hours worked daily and the wages paid to Aggrieved Employees, as required by Labor Code § 1174 and paragraph 7 of the applicable IWC Wage Orders.

132. As such, Employees seek wages and penalties under Labor Code §§ 2698 and 2699 for Defendants’ violation of Labor Code provisions included under Labor Code § 2699.5, including the penalty provisions, without limitation, based, inter alia, on the following California Labor Code sections: 201, 202, 203, 204, 210, 226, 226.3, 510, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2802, and 2698 *et seq.*

133. More specifically, after complying with the notice procedures of Labor Code § 2699.3, Plaintiff asserts, as a representative action on behalf of the California Attorney General and the other similarly Aggrieved Employees, a PAGA claim for violations of the above addressed underlying claims and seeking penalties as specified by the applicable corresponding provisions, including as follows:

(a) Wage Claims: For failure to provide Plaintiff and the Aggrieved Employees all

1 earned regular pay and minimum wages for regular hours worked and for failure to pay overtime
2 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
3 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
4 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
5 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant
6 to Labor Code § 2699(g)(1);

7 (b) Inaccurate Wage Statements and Failure to Maintain Records: For failure to provide
8 Plaintiff and the Aggrieved Employees with accurate, itemized wage statements and failure to
9 maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226,
10 1174, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking
11 all civil and statutory penalties and wages available and applicable under Labor Code §§ 226(e),
12 226.3, 558, 1174.5, 1199, and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order,
13 and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by
14 providing inaccurate wage statements and failing to maintain records as required under Labor
15 Code § 226(a), Defendants committed ongoing violations giving rise to civil penalties under Labor
16 Code § 226.3, which in addition to other penalties provided by law, subjects Defendants to "a
17 penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial
18 citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent
19 citation, ...";

20 (c) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at
21 least semi-monthly and upon separation or termination, under Labor Code §§ 201, 201, 203, 204,
22 226.2, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable, and wages,
23 under Labor Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20
24 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code
25 § 2699(g)(1);

26 (d) Failure to Reimburse Necessary Business Expenses: For Defendants' failure to
27 reimburse the necessary work related expenses incurred under Labor Code §§ 1197, 1197.1, 1198,
28 and 2802, and Sections 2(K), 4, 9, and 20 of the applicable IWC Wage Order(s), seeking civil

penalties available and applicable under Labor Code §§ 221, 1197, 1197.1, 1198, 2802, 2699.5, and 2699(f)(2) and paragraph 9 and 20 of the IWC Wage Orders, and also attorneys' fees and costs pursuant to Labor Code § 2699(g)(1);

(e) All Alleged Violations of the IWC Wage Orders and Other Labor Code Sections:

For any above addressed violation of the applicable provisions of the IWC Wage Orders, each of which constitute separate violations of Labor Code § 1198 and Labor Code § 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

134. As also addressed above, Plaintiff, on behalf of the Aggrieved Employees, also seek the penalties and remedies set forth in Labor Code § 558, which states:

(a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee.

(b) If upon inspection or investigation the Labor Commissioner determines that a person had paid or caused to be paid a wage for overtime work in violation of any provision of this chapter, or any provision regulating hours and days of work in any order of the Industrial Welfare Commission, the Labor Commissioner may issue a citation. The procedures for issuing, contesting, and enforcing judgments for citations or civil penalties issued by the Labor Commissioner for a violation of this chapter shall be the same as those set out in Section 1197.1.

(c) The civil penalties provided for in this section are in addition to any other civil or criminal penalty provided by law.

135. Plaintiff has exhausted his administrative remedies by sending a certified letter to the LWDA and Defendants postmarked on **July 26, 2023** addressing in detail the specific provisions of the Labor Code Defendants have violated and addressing the facts and legal theories to support the alleged violations and requested penalties. The LWDA has not provided notice of its intent to investigate the alleged violations within 65 calendar days of the postmark date of the letter, and Plaintiff adds this claim seeking penalties under the PAGA for the violations addressed herein and in the PAGA Notice letter and the original Complaint.

RELIEF REQUESTED

WHEREFORE, Plaintiff prays for the following relief:

1. For an order certifying this action as a class action;
2. For compensatory damages in the amount of the unpaid minimum wages for work performed by Class Members and unpaid overtime compensation from at least four (4) years prior to the filing of this action, as may be proven;
3. For liquidated damages in the amount equal to the unpaid minimum wage and interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
4. For compensatory damages in the amount of all unpaid wages, including overtime and double-time pay, as may be proven;
5. For compensatory damages in the amount of the hourly wage made by Class Members for each missed or deficient meal period where no premium pay was paid therefor from four (4) years prior to the filing of this action, as may be proven;
6. For compensatory damages in the amount of the hourly wage made by Class Members for each day requisite rest breaks were not provided or were deficiently provided where no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as may be proven;
7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be proven;
8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
9. For restitution and/or damages for all amounts unlawfully withheld from the wages for all class members in violation of Labor Code § 204, as may be proven;
10. For restitution and/or damages for all amounts unlawfully withheld from the wages for all Class Members in violation of Labor Code § 2802, as may be proven;
11. For penalties pursuant to Labor Code §§ 226 and 1198.5, as may be proven;
12. For restitution for unfair competition pursuant to Business & Professions Code § 17200 *et seq.*, including disgorgement or profits, as may be proven;

1 13. For an order enjoining Defendants and their agents, servants, and employees, and
2 all persons acting under, in concert with, or for them, from acting in derogation of any rights or
3 duties adumbrated in this Complaint;

4 14. For penalties pursuant to Labor Code § 2698 *et seq.*, as may be proven;

5 15. For other wages and penalties under the Labor Code as may be proven;

6 16. For all general, special, and incidental damages as may be proven;

7 17. For an award of pre-judgment and post-judgment interest;

8 18. For an award providing for the payment of the costs of this suit;

9 19. For an award of attorneys' fees; and

10 20. For such other and further relief as this Court may deem proper and just.

11
12 DATED: September 29, 2023

DAVID YEREMIAN ASSOCIATES, INC.

13
14 By: 
15 David Yeremian
16 Natalie Haritonian
17 Attorneys for Plaintiff JORGE LEYVA, and
18 all others similarly situated
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DEMAND FOR JURY TRIAL

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

DATED: September 29, 2023

DAVID YEREMIAN & ASSOCIATES, INC.

By: 
David Yeremian
Natalie Haritonian
Attorneys for Plaintiff JORGE LEYVA, and
all others similarly situated

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I am employed in the aforesaid county, State of California; I am over the age of 18 years and not a party to the within action; my business address is 880 E Broadway, Glendale, CA 91205.

Malm Fagundes LLP
Scott Malm
 Universal Service Recycling, Inc
 2351 West March Lane, Suite A
 Stockton, CA 95207
scottm@malmfagundes.com
 Telephone: (209) 870-7900
 Fax: (209) 870-7922

William Mendonca, Agent for Service
Universal Service Recycling Nevada, LLC
3200 S El Dorado St
Stockton, CA 95206

[X] (BY MAIL) I placed such envelope with postage thereon fully paid in the United States mail at Glendale, California. I am “readily familiar” with this firm’s practice of collecting and processing correspondence for mailing. It is deposited with U.S. Postal Service on that same day in the ordinary course of business. I am aware that on motion of party served, service is presumed invalid if postal cancellation date or postage meter date is more than 1 day after date of deposit for mailing in affidavit.

[] **COURTESY COPY BY ELECTRONIC TRANSMISSION)** by use of email by scanning the documents and any and all documents and emailing them to email addresses above.

[] (BY OVERNIGHT DELIVERY) I enclosed the documents in an envelope or package provided by an overnight delivery carrier and addressed to the persons at the address above. I placed the envelope or package for collection and overnight delivery at an office or a regularly utilized drop box of the overnight delivery carrier.

[X] (STATE) I certify (or declare) under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on September 29, 2023, at Glendale, California.


Silvia Pimentel