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

Plaintiff,

vs.

FEVER LABS, INC., a Delaware corporation;
and DOES 1 through 50,

Defendants.

Case No.: 23STCV21796

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

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

FILED
Superior Court of California
County of Los Angeles

10/06/2023

David W. Slayton, Executive Officer / Clerk of Court

By: C. Gomez Deputy

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

DEMAND FOR JURY TRIAL

Plaintiff DARCY NUBER (“Plaintiff”), on behalf of herself and all others similarly situated, hereby brings this First Amended Class and Representative Action Complaint (“Complaint”) against Defendants FEVER LABS, INC., a Delaware corporation, and DOES 1 to 50 inclusive (collectively “Defendants”), and on information and belief alleges as follows:

JURISDICTION AND VENUE

1. Plaintiff, on behalf of herself 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, 212, 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 4-2001 (“Wage Order 4”), in addition to seeking injunctive relief, declaratory relief, and restitution. This Complaint is brought pursuant to California Code of Civil Procedure § 382. This Court has jurisdiction over Defendants’ violations of the Labor Code because the amount in controversy exceeds \$25,000.

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

PARTIES

3. Plaintiff is, and at all times relevant herein was, an individual over the age of eighteen (18) and is a California resident. Within the statute of limitations periods applicable to each cause of action pled herein, Plaintiff was employed by Defendants and was misclassified as an 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, 1198, 2802, and 2698, *et seq.*, and Wage Order 4.

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

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

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

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

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

1 scope of, and in pursuance of, said joint venture, partnership, and common enterprise.

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

5 **FACTUAL ALLEGATIONS**

6 10. Defendants own and operate a live and immersive entertainment project management
7 company in the United States, including in the State of California. Plaintiff began working for
8 Defendants as an IP Coordinator to manage live entertainment projects in the Los Angeles area
9 from approximately July 29, 2021 to the present.

10 11. Throughout Plaintiff's employment with Defendants, Defendants misclassified
11 Plaintiff and other employees as an exempt employee by failing to pay Plaintiff "a monthly salary
12 equivalent to no less than two (2) times the state minimum wage for full-time employment" in
13 accordance with Wage Order 4. The California minimum wage in 2019 was \$12 per hour and the
14 minimum monthly salary to maintain the exemption was \$4,160; the minimum wage in 2020 was
15 \$13 per hour and the minimum monthly salary to maintain the exemption was \$4,506.67; the
16 minimum wage in 2021 was \$14 per hour and the minimum monthly salary to maintain the
17 exemption was \$4,853.33; the minimum wage in 2022 was \$15 per hour and the minimum monthly
18 salary to maintain the exemption was \$5,200; and the minimum wage in 2023 is \$15.5 per hour and
19 the minimum monthly salary to maintain the exemption is \$5,373.33. Defendants compensated
20 Plaintiff with a monthly salary of \$3,333.20 (effective hourly rate of \$19.23) in 2021 and a monthly
21 salary of \$4,333.33 (effective hourly rate of \$25) in 2022 and 2023. Upon information and belief,
22 Defendants failed to compensate other misclassified employees the minimum salary to maintain the
23 exemption.

24 12. Throughout Plaintiff's employment with Defendants, Defendants' timekeeping and
25 payroll policies and/or practices resulted in Plaintiff and other misclassified employees not being
26 compensated for all hours actually worked. Plaintiff and other misclassified employees regularly
27 worked more than eight hours in a workday or 40 hours in a workweek. Upon information and
28 belief, Defendants required Plaintiff and other misclassified employees to perform work before their

1 scheduled shifts, after their scheduled shifts, and/or during off-the-clock meal breaks, and failed to
2 compensate employees for this time. Upon information and belief, Defendants also failed to
3 incorporate multiple rates of pay and/or all non-discretionary remuneration into the regular rate of
4 pay. As a result, Plaintiff and other misclassified employees were not compensated for all earned
5 minimum and overtime wages.

6 13. Defendants failed to provide Plaintiff and other misclassified employees with all
7 legally compliant meal periods due to Defendants' meal period policies/practices, which have
8 frequently resulted in late (commencing after the fifth hour of work), short (less than 30 minutes),
9 and/or missed meal periods. Upon information and belief, Plaintiff and other misclassified
10 employees were not able to take their legally compliant meal breaks due to work demands imposed
11 by Defendants. Upon information and belief, Defendants do not keep accurate records of Plaintiff's
12 and other misclassified employees' hours worked, including accurate time records showing when
13 employees take their meal periods. On those occasions when Plaintiff and other misclassified
14 employees were not provided with all legally compliant meal periods to which they were entitled,
15 Defendants failed to compensate Plaintiff and other misclassified employees with the required meal
16 period premium(s) for each workday there was a meal period violation as mandated by Labor Code
17 § 226.7. Upon information and belief, Defendants maintained no mechanism for the payment of
18 meal period premium payments as required by Labor Code § 226.7 in the event that a legally
19 compliant meal period was not provided to their misclassified employees.

20 13. Plaintiff and other misclassified employees were not authorized and permitted to take
21 all required rest periods due to Defendants' unlawful rest period policies/practices, which failed to
22 authorize and permit a net 10-minute rest period for every four hours worked, or major fraction
23 thereof. Plaintiff and other misclassified employees were not able to take their legally compliant rest
24 breaks due to work demands imposed by Defendants. Additionally, although Plaintiff and other
25 misclassified employees occasionally worked shifts in excess of 10 hours, Plaintiff and other
26 misclassified employees were not authorized and permitted a third rest period during shifts in
27 excess of 10 hours. On those occasions when Plaintiff and other misclassified employees were not
28 authorized and permitted to take all legally compliant rest periods to which they were entitled,

1 Defendants failed to compensate them with the required rest period premium(s) for each workday
2 there was a rest period violation as mandated by Labor Code § 226.7. Upon information and belief,
3 Defendants maintained no mechanism for the payment of rest period premium payments as required
4 by Labor Code § 226.7, in the event that a legally compliant rest period was not authorized and
5 permitted to their misclassified employees.

6 14. Additionally, upon information and belief, Defendants failed to provide Plaintiff and
7 other misclassified employees with paid sick leave and failed to provide Plaintiff and other
8 misclassified employees with a written notice that set forth the amount of paid sick leave available
9 for use in violation of Labor Code § 246. Additionally, upon information and belief, Defendants
10 Labor Code § 246 by failing to incorporate multiple rates of pay and/or all non-discretionary
11 remuneration into the paid sick leave pay rate.

12 15. As a result of Defendants' failure to pay all minimum and overtime wages, failure to
13 pay all meal and rest period premium wages, and unlawful timekeeping and payroll practices as
14 alleged above, Defendants maintained inaccurate payroll records and issued inaccurate wage
15 statements to Plaintiff and other misclassified employees. As a further result of Defendants' failure
16 to pay all minimum and overtime wages and meal and rest period premium wages, Defendants
17 failed to timely pay all final wages to other former misclassified employees upon their separation of
18 employment from Defendants.

19 16. Additionally, Defendants required Plaintiff and other misclassified employees to use
20 their personal cellphone, home internet, and vehicles for work. Despite requiring employees to incur
21 these necessary business expenses, Defendants failed to reimburse Plaintiff and other misclassified
22 employees for the cost of their personal cellphones, home internet, and mileage.

23 17. Defendants also forced Plaintiff and other misclassified employees to be paid via
24 direct deposit and failed to provide them with the option of receiving a live paycheck in violation of
25 Labor Code section 212.

26 **CLASS ACTION ALLEGATIONS**

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

- 1 a. Minimum Wage Class: All current and former employees of Defendants in the State
2 of California who were classified as exempt employees but who did not earn a
3 monthly salary equivalent to no less than two times the state minimum wage for full-
4 time employment and were subject to Defendants' timekeeping policies and/or
5 practices, during the four years immediately preceding the filing of this action
6 through the present.
- 7 b. Overtime Class: All current and former employees of Defendants in the State of
8 California who were classified as exempt employees but who did not earn a monthly
9 salary equivalent to no less than two times the state minimum wage for full-time
10 employment and were subject to Defendants' timekeeping policies and/or practices,
11 during the four years immediately preceding the filing of this action through the
12 present.
- 13 c. Meal Period Class: All current and former employees of Defendants in the State of
14 California who were classified as exempt employees but who did not earn a monthly
15 salary equivalent to no less than two times the state minimum wage for full-time
16 employment and who: (i) worked at least one shift in excess of 5.0 hours; and/or (ii)
17 worked at least one shift in excess of 10.0 hours, during the four years immediately
18 preceding the filing of this action through the present.
- 19 d. Rest Period Class: All current and former employees of Defendants in the State of
20 California who were classified as exempt employees but who did not earn a monthly
21 salary equivalent to no less than two times the state minimum wage for full-time
22 employment and who worked at least one shift of 3.5 or more hours, during the four
23 years immediately preceding the filing of this action through the present.
- 24 e. Wage Statement Class: All current and former employees of Defendants in the State
25 of California who were classified as exempt employees but who did not earn a
26 monthly salary equivalent to no less than two times the state minimum wage for full-
27 time employment and who received a wage statement, during the one year
28 immediately preceding the filing of this action through the present.

1 f. Waiting Time Penalty Class: All of Defendants' formerly employed members of the
2 Minimum Wage Class, Overtime Class, Rest Period Class, and/or Meal Period Class
3 during the three years immediately preceding the filing of this action through the
4 present.

5 g. Expense Reimbursement Class: All current and former employees of Defendants in
6 the State of California who were not reimbursed for all necessary business expenses,
7 during the four years immediately preceding the filing of this action through the
8 present.

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

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

- 18 a. Whether Defendants misclassified members of the Classes as exempt employees and
19 failed to pay them a monthly salary equivalent to no less than two times the state
20 minimum wage for full-time employment
- 21 b. Whether Defendants properly paid all overtime wages to members of the Overtime
22 Class;
- 23 c. Whether Defendants paid at least the minimum wage for all hours worked to
24 members of the Minimum Wage Class;
- 25 d. Whether Defendants provided all legally compliant meal periods or paid meal period
26 premium wages due to members of the Meal Period Class pursuant to Labor Code §§
27 226.7 and 512;

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- e. 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;
- 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.

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

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

1 members of the Classes.

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

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

18 25. Furthermore, the prosecution of separate actions by the individual class members,
19 even if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications
20 with respect to the individual class members against Defendants herein; and which would establish
21 potentially incompatible standards of conduct for Defendants; and/or legal determinations with
22 respect to individual class members which would, as a practical matter, be dispositive of the interest
23 of the other class members not parties to adjudications or which would substantially impair or
24 impede the ability of the class members to protect their interests. As such, the Classes identified
25 hereinabove are maintainable as classes under § 382 of the Code of Civil Procedure.

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FIRST CAUSE OF ACTION
MINIMUM WAGE VIOLATIONS
(Against All Defendants)

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

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

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

29. As a consequence of Defendants' non-payment of minimum wages, Plaintiff and members of the Minimum Wage Class seek recovery of the balance of unpaid wages, including interest thereon, statutory penalties, attorneys' fees, and costs of suit according to Labor Code §§ 218.6, 558, 1194, 1194.2, and 1199, Code of Civil Procedure § 1021.5; and Civil Code §§ 3287 and 3289.

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SECOND CAUSE OF ACTION
OVERTIME WAGE VIOLATIONS
(Against All Defendants)

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

31. This cause of action is brought pursuant to Labor Code §§ 204, 510, 1194, 1198, and Wage Order 4, § 3, which provide that misclassified employees are entitled to all overtime wages and compensation for all overtime hours worked and provide a private right of action for the failure to pay all overtime compensation for overtime work performed.

32. At all times relevant herein, Defendants were required to properly compensate misclassified employees, including Plaintiff and members of the Overtime Class, for all overtime hours worked pursuant to Labor Code § 1194 and Wage Order 4. Wage Order 4, § 3 requires an employer to pay an employee one and one-half (1½) times and two times the employee's regular rate of pay for overtime and double time hours work. Defendants caused Plaintiff and members of the Overtime Class to work overtime hours but failed to credit these employees with all overtime hours actually worked.

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

THIRD CAUSE OF ACTION
MEAL PERIOD VIOLATIONS
(Against All Defendants)

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

35. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed in their affirmative obligation to provide all of their misclassified employees in California,

1 including Plaintiff and members of the Meal Period Class, with all legally compliant meal periods
2 in accordance with the mandates of the Labor Code and Wage Order 4, § 11.

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

6 37. As a consequence of Defendants' unlawful meal period practices, Plaintiff and
7 members of the Meal Period Class seek recovery of unpaid premium wages for meal period
8 violations including interest thereon, statutory penalties, and costs of suit, pursuant to Labor Code
9 §§ 226.7, 512, 558, Wage Order 4, and Civil Code §§ 3287 and 3289.

10 **FOURTH CAUSE OF ACTION**

11 **REST PERIOD VIOLATIONS**

12 **(Against All Defendants)**

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

15 39. Labor Code §§ 226.7, 516, 558, and Wage Order 4, § 12 and establish the right of
16 employees to be provided with a rest period of at least 10 minutes for each four-hour period
17 worked, or major fraction thereof. Plaintiff is informed and believes, and based thereon alleges, that
18 despite Defendants' failure to authorize and permit Plaintiff and members of the Rest Period Class
19 to take all legally compliant rest periods as alleged herein, Defendants did not pay these individuals
20 an additional hour of pay at their respective regular rate for the rest periods that they failed to
21 authorize and permit them to take, as required by Labor Code § 226.7.

22 40. As a consequence of Defendants' unlawful rest period practices, Plaintiff and
23 members of the Rest Period Class seek recovery of unpaid premium wages for rest period violations
24 including interest thereon, statutory penalties, and costs of suit, statutory penalties, attorneys' fees,
25 and costs of suit according to Labor Code §§ 226.7, 516, 558, Wage Order 4, and Civil Code §§
26 3287 and 3289.

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

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

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

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

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

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

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

46. 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,

1 said employee's wages become due and payable not later than 72 hours upon said employee's last
2 date of employment.

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

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

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

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

17 **SEVENTH CAUSE OF ACTION**

18 **FAILURE TO REIMBURSE NECESSARY BUSINESS EXPENSES**

19 **(Against All Defendants)**

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

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

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

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

4 **EIGHTH CAUSE OF ACTION**

5 **UNFAIR COMPETITION**

6 **(Against All Defendants)**

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

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

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

27 57. Defendants' utilization of these unfair and/or unlawful business practices deprived
28 Plaintiff and continues to deprive members of the Classes of compensation to which they are legally

1 entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage over
2 Defendants' competitors who have been and/or are currently employing workers and attempting to
3 do so in honest compliance with applicable wage and hour laws.

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

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

10 **NINTH CAUSE OF ACTION**

11 **PRIVATE ATTORNEYS GENERAL ACT**

12 **(Against All Defendants)**

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

15 61. Plaintiff, an "aggrieved employee" within the meaning of Labor Code § 2698, *et*
16 *seq.*, acting on behalf of herself and other aggrieved employees (collectively, "Aggrieved
17 Employees"), brings this representative action against Defendants to recover the civil penalties due
18 to Plaintiff and other Aggrieved Employees, and the State of California according to proof pursuant
19 to Labor Code § 558 and § 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial
20 violation for each failure to pay each employee and \$200 for each subsequent violation or willful or
21 intentional violation pursuant to Labor Code § 210 for each failure to pay each employee, plus 25%
22 of the amount unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each
23 subsequent violation pursuant to Labor Code § 558 per employee per pay period; (3) \$100 for each
24 initial violation and \$250 for each subsequent violation pursuant to Labor Code § 1197.1 per
25 employee per pay period; (4) \$250 for each initial violation and \$1,000 for each subsequent
26 violation pursuant to Labor Code § 226.3 per employee per pay period; (5) pursuant to Labor Code
27 section 256, a civil penalty in an amount not exceeding 30 days per former employee as waiting
28 time under the terms of Labor Code § 203; and/or (6) \$100 for each initial violation and \$200 for

1 each subsequent violation per employee per pay period for those violations of the Labor Code for
2 which no civil penalty is specifically provided, based on the following Labor Code violations:

- 3 a. Failing to pay minimum wages for all hours worked to Aggrieved Employees in
4 violation of Labor Code § 558, 1182.12, 1194, 1194.2, 1197, and 1198;
- 5 b. Failing to pay Aggrieved Employees all earned overtime compensation in violation
6 of Labor Code §§ 204, 510, 558, 1194, and 1198;
- 7 c. Failing to provide all legally required meal periods, and failure to pay meal period
8 premium wages, to Aggrieved Employees at the regular rate of compensation in
9 violation of Labor Code §§ 226.7, 512, 558, and 1198;
- 10 d. Failing to authorize and permit all legally required rest periods, and failure to pay
11 rest period premium wages, to Aggrieved Employees at the regular rate of
12 compensation in violation of Labor Code §§ 226.7, 516, 558, and 1198;
- 13 e. Failing to furnish Aggrieved Employees with complete, accurate, itemized wage
14 statements in violation of Labor Code § 226;
- 15 f. Failing to timely pay all final wages and compensation earned by Aggrieved
16 Employees at the time of separation in violation of Labor Code §§ 201-202;
- 17 g. Failure to reimburse Aggrieved Employees for all necessary business expenses in
18 violation of Labor Code § 2802;
- 19 h. Failing to pay Aggrieved Employees all earned wages at least twice during each
20 calendar month in violation of Labor Code § 204;
- 21 i. Failing to maintain accurate records on behalf of Aggrieved Employees in violation
22 of Labor Code §§ 1174 and 1198; and
- 23 j. Failing to provide Aggrieved Employees with the option to receive their wages via a
24 live check in violation of Labor Code § 212.

25 62. On or about August 1, 2023, Plaintiff notified Defendants via certified mail, and
26 notified the California Labor and Workforce Development Agency (“LWDA”) via its website, of
27 Defendants’ violations of the Labor Code and Plaintiff’s intent to bring a claim for civil penalties
28 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.

63. 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 herself and for all others on whose behalf this suit is brought against Defendants, as follows:

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

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

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

19 13. Prejudgment interest on all due and unpaid wages pursuant to Labor Code § 218.6
20 and Civil Code §§ 3287 and 3289;

21 14. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§
22 218.5, 226, 1194, and Code of Civil Procedure § 1021.5; and

23 15. For such other and further relief, the Court may deem just and proper.

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DEMAND FOR JURY TRIAL

Plaintiff hereby demands a trial by jury on all claims.

DATED: October 6, 2023

JUSTICE FOR WORKERS, P.C.

By: 

Young K. Park
William C. Sung
Attorneys for Plaintiff DARCY NUBER