

1 MATERN LAW GROUP, PC
2 MATTHEW J. MATERN (SBN 159798)
3 mmatern@maternlawgroup.com
4 MATTHEW W. GORDON (SBN 267971)
5 mgordon@maternlawgroup.com
6 ERIN R. HUTCHINS (SBN 346557)
ehutchins@maternlawgroup.com
1230 Rosecrans Avenue, Suite 200
Manhattan Beach, California 90266
Telephone: (310) 531-1900
Facsimile: (310) 531-1901

7 Attorneys for Plaintiff
8 ALBERT RUDY GARCIA, individually, and
on behalf of all others similarly situated

10 SUPERIOR COURT OF THE STATE OF CALIFORNIA
11 FOR THE COUNTY OF LOS ANGELES

13 ALBERT RUDY GARCIA, an individual, on
14 behalf of himself and all others similarly
situated,

15 Plaintiff,

16 vs.

17 SKYLINE SOLAR, LLC, a Nevada limited
18 liability company; and DOES 1 through 50,
inclusive,

19 Defendants.

Electronically FILED by
Superior Court of California,
County of Los Angeles
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David W. Slayton,
Executive Officer/Clerk of Court,
By J. Covarrubias, Deputy Clerk

CASE NO.: **24STCV06118**

CLASS ACTION

COMPLAINT FOR:

1. Failure to Provide Required Meal Periods
2. Failure to Provide Required Rest Periods
3. Failure to Pay Overtime Wages
4. Failure to Pay Minimum Wages
5. Failure to Pay All Wages Due to Discharged and Quitting Employees
6. Failure to Furnish Accurate Itemized Wage Statements
7. Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of Duties
8. Unfair and Unlawful Business Practices

REPRESENTATIVE ACTION:

9. Penalties under the Labor Code Private Attorneys General Act of 2004

DEMAND FOR JURY TRIAL

1 Plaintiff ALBERT RUDY GARCIA (“PLAINTIFF”), an individual, demanding a jury
2 trial, on behalf of himself and all other persons similarly situated, hereby alleges as follows:

3 **JURISDICTION AND VENUE**

4 1. The Superior Court of the State of California has jurisdiction in this matter because
5 PLAINTIFF is a resident of the State of California, and Defendants SKYLINE SOLAR, LLC, a
6 Nevada limited liability company, and DOES 1 through 50 (collectively, “DEFENDANTS”), are
7 qualified to do business in California and regularly conduct business in California. Further, no
8 federal question is at issue because the claims are based solely on California law.

9 2. Venue is proper in this judicial district and the County of Los Angeles, California
10 because PLAINTIFF, and other persons similarly situated, performed work for DEFENDANTS
11 in the County of Los Angeles, DEFENDANTS maintain offices and facilities and transact
12 business in the County of Los Angeles, and DEFENDANTS’ illegal payroll policies and practices
13 which are the subject of this action were applied, at least in part, to PLAINTIFF, and other
14 persons similarly situated, in the County of Los Angeles.

15 **PLAINTIFF**

16 3. PLAINTIFF is a resident and a citizen of the State of California and an employee
17 of DEFENDANTS during the relevant time period.

18 4. PLAINTIFF, on behalf of himself and all other similarly situated current and
19 former non-exempt employees of DEFENDANTS in the State of California at any time during
20 the four years preceding the filing of this action, and continuing while this action is pending,
21 brings this class action to recover, among other things, wages and penalties from unpaid wages
22 earned and due, including but not limited to unpaid minimum wages, unpaid and illegally
23 calculated overtime compensation, illegal meal and rest period policies, failure to pay all wages
24 due to discharged and quitting employees, failure to indemnify employees for necessary
25 expenditures and/or losses incurred in discharging their duties, failure to provide accurate
26 itemized wage statements, failure to maintain required records, and interest, attorneys’ fees, costs,
27 and expenses.

28 5. PLAINTIFF brings this action on behalf of himself and the following similarly

1 situated class of individuals (“CLASS MEMBERS”): all current and former non-exempt
2 employees of DEFENDANTS in the State of California at any time within the period
3 beginning four (4) years prior to the filing of this action and ending at the time this action
4 settles or the class is certified (the “CLASS PERIOD”). PLAINTIFF reserves the right to
5 name additional class representatives.

6 DEFENDANTS

7 6. PLAINTIFF is informed and believes, and thereon alleges, that Defendant
8 SKYLINE SOLAR, LLC is, and at all times relevant hereto was, a Nevada limited liability
9 company. PLAINTIFF is further informed and believes, and thereon alleges, that Defendant
10 SKYLINE SOLAR, LLC is authorized to conduct business in the State of California, and does
11 conduct business in the State of California. Specifically, Defendant SKYLINE SOLAR, LLC
12 maintains offices and facilities and conducts business in, and engages in illegal payroll practices
13 or policies in, the County of Los Angeles, State of California.

14 7. Upon information and belief, Edwin Arroyave is a member of Defendant
15 SKYLINE SOLAR, LLC and a resident and a citizen of the State of California.

16 8. The true names and capacities of DOES 1 through 50, inclusive, are unknown to
17 PLAINTIFF at this time, and PLAINTIFF therefore sues such DOE Defendants under fictitious
18 names. PLAINTIFF is informed and believes, and thereon alleges, that each Defendant
19 designated as a DOE is in some manner highly responsible for the occurrences alleged herein, and
20 that PLAINTIFF and CLASS MEMBERS’ injuries and damages, as alleged herein, were
21 proximately caused by the conduct of such DOE Defendants. PLAINTIFF will seek leave of the
22 court to amend this Complaint to allege their true names and capacities of such DOE Defendants
23 when ascertained.

24 9. At all relevant times herein, DEFENDANTS were the joint employers of
25 PLAINTIFF and CLASS MEMBERS. PLAINTIFF is informed and believes, and thereon alleges,
26 that at all times material to this complaint DEFENDANTS were the alter egos, divisions,
27 affiliates, integrated enterprises, joint employers, subsidiaries, parents, principals, related entities,
28 co-conspirators, authorized agents, partners, joint venturers, and/or guarantors, actual or

1 ostensible, of each other. Each Defendant was completely dominated by his, her or its co-
2 Defendant, and each was the alter ego of the other.

3 10. At all relevant times herein, PLAINTIFF and CLASS MEMBERS were employed
4 by DEFENDANTS under employment agreements that were partly written, partly oral, and partly
5 implied. In perpetrating the acts and omissions alleged herein, DEFENDANTS, and each of them,
6 acted pursuant to, and in furtherance of, their policies and practices of not paying PLAINTIFF
7 and CLASS MEMBERS all wages earned and due, through methods and schemes which include,
8 but are not limited to, failing to pay overtime premiums; failing to provide rest and meal periods;
9 failing to properly maintain records; failing to provide accurate itemized statements for each pay
10 period; failing to properly compensate PLAINTIFF and CLASS MEMBERS for necessary
11 expenditures; and requiring, permitting or suffering the employees to work off the clock, in
12 violation of the California Labor Code and the applicable Welfare Commission ("IWC") Orders.

13 11. PLAINTIFF is informed and believes, and thereon allege, that each and every one
14 of the acts and omissions alleged herein were performed by, and/or attributable to, all
15 DEFENDANTS, each acting as agents and/or employees, and/or under the direction and control
16 of, each of the other DEFENDANTS, and that said acts and failures to act were within the course
17 and scope of said agency, employment and/or direction and control.

18 12. Pursuant to California Labor Code § 558.1, DEFENDANTS and any person acting
19 on behalf of any of the DEFENDANTS, are liable for violating, or causing to violate, any
20 provision regulating minimum wages or hours and days of work in any order of the Industrial
21 Welfare Commission, or Labor Code §§ 203, 226, 226.7, 1193.6, 1194, or 2802.

22 13. As a direct and proximate result of the unlawful actions of DEFENDANTS,
23 PLAINTIFF and CLASS MEMBERS have suffered, and continue to suffer, from loss of earnings
24 in amounts as yet unascertained, but subject to proof at trial, and within the jurisdiction of this
25 Court.

26 **CLASS ACTION ALLEGATIONS**

27 14. This action is appropriately suited for a Class Action because:
28

a. The potential class is a significant number. Joinder of all current and former employees individually would be impractical.

b. This action involves common questions of law and fact to the potential class because the action focuses on DEFENDANTS' systematic course of illegal payroll practices and policies, which was applied to all non-exempt employees in violation of the Labor Code, the applicable IWC wage order, and the Business and Professions Code which prohibits unfair business practices arising from such violations.

c. The claims of PLAINTIFF are typical of the class because DEFENDANTS subjected all non-exempt employees to identical violations of the Labor Code, the applicable IWC wage order, and the Business and Professions Code.

d. PLAINTIFF is able to fairly and adequately protect the interests of all members of the class because it is in his best interests to prosecute the claims alleged herein to obtain full compensation due to them for all services rendered and hours worked.

FIRST CAUSE OF ACTION

Failure to Provide Required Meal Periods

[Cal. Labor Code §§ 226.7, 510, 512, 1194, 1197; IWC Wage Order No. 16-2001, § 10]

(Against all DEFENDANTS)

15. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the allegations in the foregoing paragraphs.

16. During the CLASS PERIOD, as part of DEFENDANTS' illegal payroll policies and practices to deprive their non-exempt employees all wages earned and due, DEFENDANTS required, permitted or otherwise suffered PLAINTIFF and CLASS MEMBERS to take less than the 30-minute meal period, or to work through them, and have failed to otherwise provide the required meal periods to PLAINTIFF and CLASS MEMBERS pursuant to California Labor Code § 226.7, 512 and IWC Order No. 16-2001, § 10.

17. DEFENDANTS further violated California Labor Code §§ 226.7 and IWC Wage Order No. 16-2001, § 10 by failing to compensate PLAINTIFF and CLASS MEMBERS who were not provided with a meal period, in accordance with the applicable wage order, one

1 additional hour of compensation at each employee's regular rate of pay for each workday that a
2 meal period was not provided.

3 18. DEFENDANTS further violated California Labor Code §§ 226.7, 510, 1194,
4 1197, and IWC Wage Order No. 16-2001 by failing to compensate PLAINTIFF and CLASS
5 MEMBERS for all hours worked during their meal periods.

6 19. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
7 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages
8 earned and due, interest, penalties, expenses, and costs of suit.

9 **SECOND CAUSE OF ACTION**

10 **Failure to Provide Required Rest Periods**

11 **[Cal. Labor Code §§ 226.7, 512; IWC Wage Order No. 16-2001, § 11]**

12 **(Against all DEFENDANTS)**

13 20. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
14 allegations in the foregoing paragraphs.

15 21. At all times relevant herein, as part of DEFENDANTS' illegal payroll policies and
16 practices to deprive their non-exempt employees all wages earned and due, DEFENDANTS
17 failed to provide rest periods to PLAINTIFF and CLASS MEMBERS as required under
18 California Labor Code §§ 226.7 and 512, and IWC Wage Order No. 16-2001, § 11.

19 22. DEFENDANTS further violated California Labor Code § 226.7 and IWC Wage
20 Order No. 16-2001, § 11 by failing to pay PLAINTIFF and CLASS MEMBERS who were not
21 provided with a rest period, in accordance with the applicable wage order, one additional hour of
22 compensation at each employee's regular rate of pay for each workday that a rest period was not
23 provided.

24 23. As a proximate result of the aforementioned violations, PLAINTIFF and CLASS
25 MEMBERS have been damaged in an amount according to proof at trial, and seek all wages
26 earned and due, interest, penalties, expenses, and costs of suit.

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1 **THIRD CAUSE OF ACTION**

2 **Failure to Pay Overtime Wages**

3 **[Cal. Labor Code §§ 510, 1194, 1198; IWC Wage Order No. 16-2001, § 3]**

4 **(Against all DEFENDANTS)**

5 24. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
6 allegations in the foregoing paragraphs.

7 25. Pursuant to California Labor Code §§ 510, 1194, and IWC Wage Order No. 16-
8 2001, § 3, DEFENDANTS are required to compensate PLAINTIFF and CLASS MEMBERS for
9 all overtime, which is calculated at one and one-half (1 ½) times the regular rate of pay for all
10 hours worked in excess of eight (8) hours per day and/or forty (40) hours per week, and for the
11 first eight (8) hours on the seventh consecutive workday, with double time for all hours worked in
12 excess of twelve (12) hours in any workday and for all hours worked in excess of eight (8) hours
13 on the seventh consecutive day of work in any workweek.

14 26. PLAINTIFF and CLASS MEMBERS are current and former non-exempt
15 employees entitled to the protections of California Labor Code §§ 510, 1194, and IWC Wage
16 Order No. 16-2001. During the CLASS PERIOD, DEFENDANTS failed to compensate
17 PLAINTIFF and CLASS MEMBERS for all overtime hours worked as required under the
18 foregoing provisions of the California Labor Code and IWC Wage Order by, among other things:
19 failing to pay overtime at one and one-half (1 ½) or double the regular rate of pay as provided by
20 California Labor Code §§ 510, 1194, and IWC Wage Order No. 16-2001, § 3; requiring,
21 permitting or suffering PLAINTIFF and CLASS MEMBERS to work off the clock; requiring,
22 permitting or suffering PLAINTIFF and CLASS MEMBERS to work through meal and rest
23 breaks; illegally and inaccurately recording time in which PLAINTIFF and CLASS MEMBERS
24 worked; failing to properly maintain PLAINTIFF's and CLASS MEMBERS' records; failing to
25 provide accurate itemized wage statements to PLAINTIFF for each pay period; and other
26 methods to be discovered.

27 27. In violation of California law, DEFENDANTS have knowingly and willfully
28 refused to perform their obligations to compensate PLAINTIFF and CLASS MEMBERS for all

1 wages earned and all hours worked. As a proximate result, PLAINTIFF and CLASS MEMBERS
2 have suffered, and continue to suffer, substantial losses related to the use and enjoyment of such
3 wages, lost interest on such wages, and expenses and attorneys' fees in seeking to compel
4 DEFENDANTS to fully perform their obligations under state law, all to their respective damages
5 in amounts according to proof at time of trial, and within the jurisdiction of this Court.

6 28. DEFENDANTS' conduct described herein violates California Labor Code §§ 510,
7 1194, 1198 and IWC Wage Order No. 16-2001, § 3. Therefore, pursuant to California Labor
8 Code §§ 200, 203, 226, 558, 1194, 1197.1, and other applicable provisions under the California
9 Labor Code and IWC Wage Orders, PLAINTIFF and CLASS MEMBERS are entitled to recover
10 the unpaid balance of wages owed to them by DEFENDANTS, plus interest, penalties, attorneys'
11 fees, expenses, and costs of suit.

12 **FOURTH CAUSE OF ACTION**

13 **Failure to Pay Minimum Wages**

14 **[Cal Labor Code §§ 1194, 1197; IWC Wage Order No. 16-2001, § 4]**

15 **(Against all DEFENDANTS)**

16 29. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
17 allegations in the foregoing paragraphs.

18 30. Pursuant to California Labor Code §§ 1194, 1197, and IWC Wage Order No. 16-
19 2001, § 4, payment to an employee of less than the applicable minimum wage for all hours
20 worked in a payroll period is unlawful.

21 31. During the CLASS PERIOD, DEFENDANTS failed to pay PLAINTIFF and
22 CLASS MEMBERS minimum wages for all hours worked by, among other things: requiring,
23 permitting or suffering PLAINTIFF and CLASS MEMBERS to work off the clock; requiring,
24 permitting or suffering PLAINTIFF and CLASS MEMBERS to work through meal and rest
25 breaks; illegally and inaccurately recording time in which PLAINTIFF and CLASS MEMBERS
26 worked; failing to properly maintain PLAINTIFF's and CLASS MEMBERS' records; failing to
27 provide accurate itemized wage statements to PLAINTIFF and CLASS MEMBERS for each pay
28 period; and other methods to be discovered.

1 32. DEFENDANTS' conduct described herein violates California Labor Code §§
2 1194, 1197, and IWC Wage Order No. 16-2001, § 4. As a proximate result of the aforementioned
3 violations, PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to
4 proof at trial. Therefore, pursuant to California Labor Code §§ 200, 203, 226, 558, 1194, 1197.1,
5 and other applicable provisions under the Labor Code and IWC Wage Orders, PLAINTIFF and
6 CLASS MEMBERS are entitled to recover the unpaid balance of wages owed to them by
7 DEFENDANTS, plus interest, penalties, attorneys' fees, expenses, and costs of suit.

8 **FIFTH CAUSE OF ACTION**

9 **Failure to Pay All Wages Due to Discharged and Quitting Employees**

10 **[Cal. Labor Code §§ 201, 202, 203]**

11 **(Against all DEFENDANTS)**

12 33. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
13 allegations in the foregoing paragraphs.

14 34. Pursuant to California Labor Code § 201, 202, and 203, DEFENDANTS are
15 required to pay all earned and unpaid wages to an employee who is discharged. California Labor
16 Code § 201 mandates that if an employer discharges an employee, the employee's wages accrued
17 and unpaid at the time of discharge are due and payable immediately.

18 35. Furthermore, pursuant to California Labor Code § 202, DEFENDANTS are
19 required to pay all accrued wages due to an employee no later than 72 hours after the employee
20 quits his or her employment, unless the employee provided 72 hours' previous notice of his or her
21 intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

22 36. California Labor Code § 203 provides that if an employer willfully fails to pay, in
23 accordance with California Labor Code §§ 201 and 202, any wages of an employee who is
24 discharged or who quits, the employer is liable for waiting time penalties in the form of continued
25 compensation to the employee at the same rate for up to 30 workdays.

26 37. During the CLASS PERIOD, DEFENDANTS have willfully failed to pay accrued
27 wages and other compensation to PLAINTIFF and CLASS MEMBERS in accordance with
28 California Labor Code §§ 201 and 202.

38. As a result, PLAINTIFF and CLASS MEMBERS are entitled to all available statutory penalties, including the waiting time penalties provided in California Labor Code § 203, together with interest thereon, as well as other available remedies.

39. As a proximate result of DEFENDANTS' unlawful actions and omissions, PLAINTIFF and CLASS MEMBERS have been deprived of compensation in an amount according to proof at the time of trial, but in excess of the jurisdiction of this Court, and are entitled to recovery of such amounts, plus interest thereon, and attorneys' fees and costs, pursuant to California Labor Code §§ 1194 and 2699.

SIXTH CAUSE OF ACTION

Failure to Furnish Accurate Itemized Wage Statements

[Cal. Labor Code § 226; IWC Wage Order No. 16-2001, § 6]

(Against all DEFENDANTS)

40. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the allegations in the foregoing paragraphs.

41. During the CLASS PERIOD, DEFENDANTS routinely failed to provide PLAINTIFF and CLASS MEMBERS with timely, accurate, and itemized wage statements in writing showing each employee's gross wages earned, total hours worked, the number of piece-rate units earned and any applicable piece rate, all deductions made, net wages earned, the name and address of the legal entity or entities employing PLAINTIFF and CLASS MEMBERS, the inclusive dates of the period for which the employee is paid, only the last four digits of the employees social security number or an employee identification number other than a social security number, and all applicable hourly rates in effect during each pay period and the corresponding number of hours worked at each hourly rate, in violation of California Labor Code § 226 and IWC Wage Order No. 16-2001, § 6.

42. During the CLASS PERIOD, DEFENDANTS knowingly and intentionally failed to provide PLAINTIFF and CLASS MEMBERS with timely, accurate, and itemized wage statements in accordance with California Labor Code § 226(a).

43. As a proximate result of DEFENDANTS' unlawful actions and omissions,

1 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
2 trial, and seek all wages earned and due, plus interest thereon. Additionally, PLAINTIFF and
3 CLASS MEMBERS are entitled to all available statutory penalties, including but not limited to
4 civil penalties pursuant to California Labor Code §§ 226(e), 226.3, and 1174.5, and an award of
5 costs, expenses, and reasonable attorneys' fees, including but not limited to those provided in
6 California Labor Code § 226(e), as well as other available remedies.

7 **SEVENTH CAUSE OF ACTION**

8 **Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of**
9 **Duties**

10 **[Cal. Labor Code § 2802]**

11 **(Against all DEFENDANTS)**

12 44. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
13 allegations in the foregoing paragraphs.

14 45. California Labor Code § 2802(a) requires an employer to indemnify an employee
15 for all necessary expenditures or losses incurred by the employee in direct consequence of the
16 discharge of his or her duties, or of his or her obedience to the directions of the employer.

17 46. During the CLASS PERIOD, DEFENDANTS knowingly and willfully failed to
18 indemnify PLAINTIFF and CLASS MEMBERS for all business expenses and/or losses incurred
19 in direct consequence of the discharge of their duties while working under the direction of
20 DEFENDANTS, including but not limited to expenses for cell phone usage, tools, and other
21 employment-related expenses, in violation of California Labor Code § 2802.

22 47. As a proximate result of DEFENDANTS' unlawful actions and omissions,
23 PLAINTIFF and CLASS MEMBERS have been damaged in an amount according to proof at
24 trial, and seek reimbursement of all necessary expenditures, plus interest thereon pursuant to
25 California Labor Code § 2802(b). Additionally, PLAINTIFF and CLASS MEMBERS are
26 entitled to all available statutory penalties and an award of costs, expenses, and reasonable
27 attorneys' fees, including those provided in California Labor Code § 2802(c), as well as other
28 available remedies.

1 **EIGHTH CAUSE OF ACTION**

2 **Unfair and Unlawful Business Practices**

3 **[Cal. Bus. & Prof. Code §§ 17200 et. seq.]**

4 **(Against all DEFENDANTS)**

5 48. PLAINTIFF incorporates herein by specific reference, as though fully set forth, the
6 allegations in the foregoing paragraphs.

7 49. Each and every one of DEFENDANTS' acts and omissions in violation of the
8 California Labor Code and/or the applicable IWC Wage Order as alleged herein, including but
9 not limited to DEFENDANTS' failure and refusal to provide required meal periods,
10 DEFENDANTS' failure and refusal to provide required rest periods, DEFENDANTS' failure and
11 refusal to pay overtime compensation, DEFENDANTS' failure and refusal to pay minimum
12 wages, DEFENDANTS' failure and refusal to pay all wages due to discharged or quitting
13 employees, DEFENDANTS' failure and refusal to furnish accurate itemized wage statements;
14 DEFENDANTS' failure and refusal to maintain required records, DEFENDANTS' failure and
15 refusal to indemnify PLAINTIFF and CLASS MEMBERS for necessary expenditures and/or
16 losses incurring in discharging their duties, constitutes an unfair and unlawful business practice
17 under California Business and Professions Code § 17200 et seq.

18 50. DEFENDANTS' violations of California wage and hour laws constitute a business
19 practice because DEFENDANTS' aforementioned acts and omissions were done repeatedly over
20 a significant period of time, and in a systematic manner, to the detriment of PLAINTIFF and
21 CLASS MEMBERS.

22 51. DEFENDANTS have avoided payment of wages, overtime wages, meal periods,
23 rest periods, and other benefits as required by the California Labor Code, the California Code of
24 Regulations, and the applicable IWC Wage Order. Further, DEFENDANTS have failed to
25 record, report, and pay the correct sums of assessment to the state authorities under the California
26 Labor Code and other applicable regulations.

27 52. As a result of DEFENDANTS' unfair and unlawful business practices,
28 DEFENDANTS have reaped unfair and illegal profits during the CLASS PERIOD at the expense

1 of PLAINTIFF, CLASS MEMBERS, and members of the public. DEFENDANTS should be
2 made to disgorge their ill-gotten gains and to restore them to PLAINTIFF and CLASS
3 MEMBERS.

4 53. DEFENDANTS' unfair and unlawful business practices entitle PLAINTIFF and
5 CLASS MEMBERS to seek preliminary and permanent injunctive relief, including but not
6 limited to orders that DEFENDANTS account for, disgorge, and restore to PLAINTIFF and
7 CLASS MEMBERS the wages and other compensation unlawfully withheld from them.
8 PLAINTIFF and CLASS MEMBERS are entitled to restitution of all monies to be disgorged
9 from DEFENDANTS in an amount according to proof at the time of trial, but in excess of the
10 jurisdiction of this Court.

11 **NINTH CAUSE OF ACTION**

12 **Representative Action for Civil Penalties**

13 **[Cal. Labor Code §§ 2698–2699.5]**

14 **(Against All DEFENDANTS)**

15 54. PLAINTIFF incorporates herein by specific reference as though fully set forth the
16 allegations in all preceding paragraphs, with exception of the allegations in paragraph 14 and the
17 subparagraphs thereto.

18 55. PLAINTIFF is an “aggrieved employee” within the meaning of California Labor
19 Code § 2699(c), and a proper representative to bring a civil action on behalf of himself and other
20 current and former non-exempt employees of DEFENDANTS during the relevant statutory period
21 (“AGGRIEVED EMPLOYEES”) pursuant to the procedures specified in California Labor Code
22 § 2699.3, because PLAINTIFF and AGGRIEVED EMPLOYEES were employed by
23 DEFENDANTS and the alleged violations of the California Labor Code were committed against
24 PLAINTIFF and AGGRIEVED EMPLOYEES.

25 56. Pursuant to the California Private Attorneys General Act of 2004 (“PAGA”),
26 Labor Code §§ 2698–2699.5, PLAINTIFF seeks to recover civil penalties, including but not
27 limited to penalties under California Labor Code §§ 2699, 210, 226.3, 256, 558, 1174.5, 1197.1,
28 and IWC Wage Order No. 16-2001, § 18, from DEFENDANTS in a representative action on

1 behalf of the State of California and AGGRIEVED EMPLOYEES for the violations set forth
2 above, including but not limited to violations of California Labor Code §§ 201, 202, 203, 204,
3 226, 226.7, 510, 512, 1174, 1194, 1197, 1198, and 2802. PLAINTIFF is also entitled to an award
4 of reasonable attorneys' fees and costs pursuant to California Labor Code § 2699(g)(1).

5 57. Pursuant to California Labor Code §§ 2699.3, PLAINTIFF gave written notice on
6 August 25, 2023 by online filing to the California Labor and Workforce Development Agency
7 ("LWDA") and by certified mail to DEFENDANTS of the specific provisions of the California
8 Labor Code and IWC Wage Orders alleged to have been violated, including the facts and theories
9 to support the alleged violations. More than sixty-five (65) days have passed and the LWDA has
10 not provided notice to PLAINTIFF that it intends to investigate the alleged violations.

11 58. Therefore, PLAINTIFF has complied with all of the requirements set forth in
12 California Labor Code § 2699.3 to commence a representative action under PAGA.

13 **PRAYER FOR RELIEF**

14 **WHEREFORE**, PLAINTIFF, individually and on behalf of all other persons similarly
15 situated, respectfully prays for relief against DEFENDANTS and DOES 1 through 50, inclusive,
16 and each of them, as follows:

- 17 1. For compensatory damages in an amount to be ascertained at trial;
- 18 2. For restitution of all monies due to PLAINTIFF and CLASS MEMBERS, as well
19 as disgorged profits from DEFENDANTS' unfair and unlawful business practices;
- 20 3. For meal and rest period compensation pursuant to California Labor Code § 226.7
21 and IWC Wage Order No. 16-2001;
- 22 4. For liquidated damages pursuant to California Labor Code §§ 1194.2 and 1197.1;
- 23 5. For preliminary and permanent injunctive relief enjoining DEFENDANTS from
24 violating the relevant provisions of the California Labor Code and the IWC Wage Orders, and
25 from engaging in the unlawful business practices complained of herein;
- 26 6. For waiting time penalties pursuant to California Labor Code § 203;
- 27 7. For statutory and civil penalties according to proof, including but not limited to all
28 penalties authorized by the California Labor Code §§ 226(e) and §§ 2698–2699.5;

1 8. For interest on the unpaid wages at 7% per annum pursuant to California Labor
2 Code §§ 218.6, 1194, 2802, California Civil Code §§ 3287, 3288, and/or any other applicable
3 provision providing for pre-judgment interest;

4 9. For reasonable attorneys' fees and costs pursuant to California Labor Code
5 §§ 218.5, 226, 1194, 2699, 2802, California Civil Code § 1021.5, and any other applicable
6 provisions providing for attorneys' fees and costs;

7 10. For declaratory relief;

8 11. For an order requiring and certifying the First, Second, Third, Fourth, Fifth, Sixth,
9 Seventh, and Eighth Causes of Action as a class action;

10 12. For an order appointing PLAINTIFF as class representative, and PLAINTIFF's
11 counsel as class counsel; and

12 13. For such further relief that the Court may deem just and proper.

13
14 DATED: March 11, 2024

Respectfully submitted,

15 MATERN LAW GROUP, PC

16
17 By:



18 MATTHEW J. MATERN
19 MATTHEW W. GORDON
20 ERIN R. HUTCHINS
21 Attorneys for Plaintiff
22 ALBERT RUDY GARCIA, individually,
23 and on behalf of all others similarly situated
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DATED: March 11, 2024

MATERN LAW GROUP, PC

Matthew M. Gordon

MATTHEW J. MATERN
MATTHEW W. GORDON
ERIN R. HUTCHINS
Attorneys for Plaintiff
ALBERT RUDY GARCIA, individually,
and on behalf of all others similarly situated