

HAINES LAW GROUP, APC
 Paul K. Haines (SBN 248226)
 phaines@haineslawgroup.com
 Sean M. Blakely (SBN 264384)
 sblakely@haineslawgroup.com
 Kristopher N. Tayyeb (SBN 320126)
 ktayyeb@haineslawgroup.com
 2155 Campus Drive, Suite 180
 El Segundo, California 90245
 Tel: (424) 292-2350
 Fax: (424) 292-2355

Attorneys for Plaintiff

FILED
 Superior Court of California
 County of Los Angeles

05/29/2026

David W. Slayton, Executive Officer / Clerk of Court

By: M. Strano Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
 FOR THE COUNTY OF LOS ANGELES**

INES VIDAL, as an individual and on behalf
 of all others similarly situated,

Plaintiff,

vs.

PRIORITY BUILDING SERVICES, LLC, a
 California limited liability company; and
 DOES 1 through 100,

Defendants.

CASE NO. 26STCV09691

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

- (1) **MINIMUM WAGE VIOLATIONS
 (LABOR CODE §§ 1182.12, 1194,
 1194.2, 1197);**
- (2) **FAILURE TO PAY ALL OVERTIME
 WAGES (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) **FAILURE TO REIMBURSE FOR
 ALL NECESSARY BUSINESS
 EXPENDITURES (LABOR CODE
 §§ 2802, 2804);**
- (6) **WAITING TIME PENALTIES
 (LABOR CODE §§ 201-203);**
- (7) **WAGE STATEMENT PENALTIES
 (LABOR CODE § 226 *et seq.*);**
- (8) **UNFAIR COMPETITION (BUS &
 PROF CODE § 17200 *et seq.*); and**
- (9) **CIVIL PENALTIES UNDER THE
 PRIVATE ATTORNEYS
 GENERAL ACT (LABOR CODE
 § 2698 *et seq.*).**

**DEMAND FOR JURY TRIAL
UNLIMITED CIVIL CASE**

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1 Plaintiff Ines Vidal (“Plaintiff”), on behalf of herself and all others similarly situated,
2 hereby brings this First Amended Class and Representative Action Complaint (“Complaint”)
3 against Defendants Priority Building Services, LLC, a California limited liability company, and
4 DOES 1 to 100, inclusive (collectively “Defendants”), and on information and belief alleges as
5 follows:

6 **JURISDICTION**

7 1. Plaintiff, on behalf of herself and all others similarly situated, hereby brings this
8 Complaint for recovery of unpaid wages and penalties under California Business and Professions
9 Code § 17200 *et. seq.*, Labor Code §§ 201-204, 226, 226.7, 510, 512, 516, 558, 1182.12, 1194,
10 1194.2, 1197, 1198, 2698 *et seq.*, 2802, and 2804, and Industrial Welfare Commission Wage
11 Order 5 (“Wage Order 5”), in addition to seeking injunctive relief, declaratory relief, and
12 restitution. This Complaint is brought pursuant to California Code of Civil Procedure § 382. This
13 Court has jurisdiction over Defendants’ violations of the California Labor Code because the
14 amount in controversy exceeds this Court's jurisdictional minimum.

15 **VENUE**

16 2. Venue is proper in this judicial district pursuant to California Code of Civil
17 Procedure §§ 395(a) and 395.5, as at least some of the acts and omissions complained of herein
18 occurred in Los Angeles County. Defendants own, maintain offices, transact business, have an
19 agent or agents within Los Angeles County, and/or otherwise are found within Los Angeles
20 County, and Defendants are within the jurisdiction of this Court for purposes of service of process.

21 **PARTIES**

22 3. Plaintiff is, and at all times relevant herein was, an individual over the age of
23 eighteen (18). At all relevant times herein, Plaintiff was, and currently is, a California resident.
24 Within the statute of limitations periods applicable to each cause of action pled herein, Plaintiff
25 was employed by Defendants as a non-exempt employee. Plaintiff was, and is, a victim of
26 Defendants’ policies and/or practices complained of herein, lost money and/or property, and has
27 been deprived of the rights guaranteed by California Business and Professions Code § 17200 *et.*
28 *seq.*, Labor Code §§ 201-204, 226, 226.7, 510, 512, 516, 558, 1182.12, 1194, 1194.2, 1197, 1198,

1 2698 *et seq.*, 2802, 2804, and Wage Order 5, which sets employment standards for public
2 housekeeping industry.

3 4. Plaintiff is informed and believes, and based thereon alleges, that during the
4 applicable statute of limitations for each cause of action pled herein and continuing to the present,
5 Defendants engage in and continue to engage in the business of providing janitorial, landscaping,
6 and building maintenance services in Orange County, San Diego County, and Los Angeles
7 County and employed Plaintiff and other, similarly-situated non-exempt employees within Los
8 Angeles County, and the State of California and, therefore, were (and are) doing business in Los
9 Angeles County and the State of California.

10 5. Plaintiff does not know the true names or capacities, whether individual, partner,
11 or corporate, of the defendants sued herein as DOES 1 to 100, inclusive, and for that reason, said
12 defendants are sued under such fictitious names, and Plaintiff will seek leave from this Court to
13 amend this Complaint when such true names and capacities are discovered. Plaintiff is informed,
14 and believes, and based thereon alleges, that each of said fictitious defendants, whether individual,
15 partners, or corporate, were responsible in some manner for the acts and omissions alleged herein,
16 and proximately caused Plaintiff and the Classes (as defined in Paragraph 15) to be subject to the
17 unlawful employment practices, wrongs, injuries and damages complained of herein.

18 6. Plaintiff is informed, and believes, and thereon alleges, that at all times mentioned
19 herein, Defendants were and are the employers of Plaintiff and all members of the Classes.

20 7. At all relevant times, each of said Defendants participated in the doing of the acts
21 hereinafter alleged to have been done by the named Defendants; and furthermore, the Defendants,
22 and each of them, were the agents, servants, and employees of each and every one of the other
23 Defendants, as well as the agents of all Defendants, and at all times herein mentioned were acting
24 within the course and scope of said agency and employment. Defendants, and each of them,
25 approved of, condoned, and/or otherwise ratified each and every one of the acts or omissions
26 complained of herein.

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

1 and scope of and in pursuance of said joint venture, partnership, and common enterprise. Further,
2 Plaintiff alleges that all Defendants were joint employers for all purposes of Plaintiff and all
3 members of the Classes.

4 **GENERAL FACTUAL ALLEGATIONS**

5 9. Plaintiff worked for Defendants as a non-exempt “General Cleaner/Housekeeper”
6 from approximately 2006 until approximately October 22, 2025. Plaintiff’s job duties included,
7 but were not limited to, vacuuming, dusting, cleaning restrooms, and taking out trash.

8 10. Throughout Plaintiff’s employment with Defendants, Defendants’ timekeeping
9 policies and/or practices resulted in Plaintiff and other non-exempt employees not being
10 compensated for all hours actually worked, whether by rounding, time-shaving, or otherwise.
11 Specifically, based on information and belief, Defendants had a policy and/or practice of requiring
12 Plaintiff and other non-exempt employees to record only the scheduled start and end times of their
13 shifts, as opposed to the times they actually worked, despite the fact that Plaintiff and other non-
14 exempt employees regularly worked hours in excess of their scheduled shifts. Moreover,
15 Defendants had a policy and/or practice of requiring Plaintiff and other non-exempt employees
16 to complete online courses while off the clock and did not compensate Plaintiff and other non-
17 exempt employees for this time. As a result of Defendants’ failure to pay Plaintiff and other non-
18 exempt employees for their actual hours worked, Defendants failed to pay Plaintiff and other non-
19 exempt employees for all minimum and overtime wages earned.

20 11. Defendants failed to provide Plaintiff and other non-exempt employees with all
21 legally compliant meal periods due to Defendants’ meal period policies/practices, which have
22 frequently resulted in short (less than 30 minutes), late (commencing after the fifth hour of work),
23 and missed meal periods on occasions when Plaintiff and other non-exempt employees worked
24 shifts longer than five (5) hours. Plaintiff and other non-exempt employees’ meal periods were
25 also regularly interrupted due to work demands. Upon information and belief, on those occasions
26 when Plaintiff was not able to take a meal period, Defendants’ supervisors required Plaintiff to
27 indicate a lunch break from 10:00 p.m. – 10:30 p.m., despite the fact that Plaintiff was not
28 provided with a compliant meal period on those occasions. Despite Defendants’ failure to provide

1 Plaintiff and other non-exempt employees with all lawful meal periods to which they were
2 entitled, Defendants failed to provide Plaintiff and other non-exempt employees with an
3 additional hour of premium pay for each workday in which a meal period violation occurred, as
4 required by Labor Code § 226.7. Upon information and belief, Defendants maintained no
5 mechanism for the payment of meal period premium payments as required by Labor Code § 226.7,
6 in the event that a legally-compliant meal period was not provided to their non-exempt employees.

7 12. Plaintiff was also not authorized and permitted to take a rest period for every 4
8 hours worked (or major fraction thereof) due to Defendants' unlawful rest period
9 policies/practices, which did not authorize and permit rest periods at all. Due to the work demands
10 imposed by Defendants, Plaintiff was not provided with off-duty rest periods during her shifts.
11 Despite Defendants' failure to authorize and permit Plaintiff and other non-exempt employees to
12 take all legally-compliant rest periods, Defendants failed to provide Plaintiff and other non-
13 exempt employees with an additional hour of premium pay for each workday in which a rest
14 period violation occurred, as required by Labor Code § 226.7. Upon information and belief,
15 Defendants maintained no mechanism for the payment of rest period premium payments as
16 required by Labor Code § 226.7, in the event that a legally-compliant rest period was not provided
17 to their non-exempt employees.

18 13. Defendants also failed to reimburse Plaintiff and other non-exempt employees for
19 all reasonable and necessary work expenditures, including, but not limited to, the usage of
20 personal cellular phones to communicate with supervisors and co-workers. Defendants also
21 required Plaintiff and other non-exempt employees to purchase several online courses which they
22 had to complete and send a photo of the certificate they received to Defendants, but Defendants
23 did not reimburse Plaintiff and other non-exempt employees for those expenses. As a result of
24 Defendants' failure to reimburse Plaintiff and other non-exempt employees for all necessary
25 business expenses incurred, Plaintiff and other non-exempt employees are entitled to
26 reimbursement pursuant to Labor Code § 2802.

27 14. As a result of Defendants' failure to pay all minimum and overtime wages, as well
28 as all meal and rest period premium wages, Defendants maintained inaccurate payroll records and

1 issued inaccurate wage statements to Plaintiff. As a further result of Defendants' failure to pay all
2 minimum and overtime wages, and failure to pay all meal and rest period premium wages,
3 Defendants failed to pay all wages owed to Plaintiff and other non-exempt employees at the time
4 of their separation from employment.

5 **CLASS ACTION ALLEGATIONS**

6 15. **Class Definitions:** Plaintiff brings this action on behalf of herself and the
7 following Classes pursuant to § 382 of the Code of Civil Procedure:

- 8 a. The Minimum Wage Class consists of all of Defendants' current and former non-
9 exempt employees in California who were subject to Defendants' timekeeping
10 policies and/or practices, during the four years immediately preceding the filing of
11 this action through the present.
- 12 b. The Overtime Class consists of all of Defendants' current and former non-exempt
13 employees in California who worked more than eight (8) hours per day and/or
14 forty (40) hours per week and were subject to Defendants' timekeeping policies
15 and/or practices, during the four years immediately preceding the filing of this
16 action through the present.
- 17 c. The Meal Period Class consists of all of Defendants' current and former non-
18 exempt employees in California who worked at least one shift in excess of 5.0
19 hours, during the four years immediately preceding the filing of this action through
20 the present.
- 21 d. The Rest Period Class consists of all of Defendants' current and former non-
22 exempt employees in California who worked at least one shift in excess of 3.5
23 hours, during the four years immediately preceding the filing of this action through
24 the present.
- 25 e. The Employee Expense Class consists of all of Defendants' current and former
26 non-exempt employees in California who were not reimbursed for necessary
27 business expenses incurred, during the four years immediately preceding the filing
28 of this action through the present.

f. The Waiting Time Penalty Class consists of Defendants' formerly employed members of the Minimum Wage Class, Overtime Class, Rest Period Class, and/or Meal Period Class, during the three years immediately preceding the filing of the Complaint through the present.

g. The Wage Statement Class consists of all members of the Minimum Wage Class, Overtime Class, Meal Period Class, and/or Rest Period Class, during the one year immediately preceding the filing of the Complaint through the present.

16. **Numerosity/Ascertainability:** The members of the Classes are so numerous that joinder of all members would be unfeasible and not practicable. The membership of the Classes and Subclasses are unknown to Plaintiff at this time; however, it is estimated that the members of the Classes number greater than one hundred (100) individuals. The identity of such membership is readily ascertainable via inspection of Defendants' employment records.

17. **Common Questions of Law and Fact Predominate/Well Defined Community of Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated employees, which predominate over questions affecting only individual members including, without limitation to:

- i. Whether Defendants paid at least the minimum wage for all hours worked to members of the Minimum Wage Class;
- ii. Whether Defendants properly paid all overtime wages to members of the Overtime Class;
- iii. Whether Defendants provided all legally compliant meal periods to members of the Meal Period Class pursuant to Labor Code §§ 226.7 and 512;
- iv. Whether Defendants authorized and permitted all legally compliant rest periods to members of the Rest Period Class pursuant to Labor Code §§ 226.7 and 516;
- v. Whether Defendants provided meal and rest period premium payments for non-compliant meal and rest periods;
- vi. Whether Defendants' reimbursement policies, and failure to reimburse Plaintiff and members of the Employee Expense Class for business expenditures

necessarily incurred in the performance of their work duties, comply with Labor Code § 2802;

vii. Whether Defendants furnished legally compliant wage statements to members of the Wage Statement Class pursuant to Labor Code § 226; and

viii. Whether Defendants' policies and/or practices for the timing and amount of payment of final wages to members of the Waiting Time Class at the time of their separation of employment were lawful.

18. **Predominance of Common Questions:** Common questions of law and fact predominate over questions that affect only individual members of the Classes. The common questions of law set forth above are numerous and substantial and stem from Defendants' policies and/or practices applicable to each individual class member, including but not limited to Defendants' timekeeping policies/practices, and meal and rest period policies/practices. 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.

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

20. **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 prosecuted and defended numerous wage-and-hour class actions in state and federal courts in the past and are committed to vigorously

1 prosecuting this action on behalf of the members of the Classes.

2 21. **Superiority:** The California Labor Code is broadly remedial in nature and serves
3 an important public interest in establishing minimum working conditions and standards in
4 California. These laws and labor standards protect the average working employee from
5 exploitation by employers who have the responsibility to follow the laws and who may seek to
6 take advantage of superior economic and bargaining power in setting onerous terms and
7 conditions of employment. The nature of this action and the format of laws available to Plaintiff
8 and members of the Classes make the class action format a particularly efficient and appropriate
9 procedure to redress the violations alleged herein. If each employee were required to file an
10 individual lawsuit, Defendants would necessarily gain an unconscionable advantage since they
11 would be able to exploit and overwhelm the limited resources of each individual plaintiff with
12 their vastly superior financial and legal resources. Moreover, requiring each member of the
13 Class(es) to pursue an individual remedy would also discourage the assertion of lawful claims by
14 employees who would be disinclined to file an action against their former and/or current employer
15 for real and justifiable fear of retaliation and permanent damages to their careers at subsequent
16 employment. Further, the prosecution of separate actions by the individual class members, even
17 if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications
18 with respect to the individual class members against Defendants herein; and which would
19 establish potentially incompatible standards of conduct for Defendants; and/or legal
20 determinations with respect to individual class members which would, as a practical matter, be
21 dispositive of the interest of the other class members not parties to adjudications or which would
22 substantially impair or impede the ability of the class members to protect their interests. Further,
23 the claims of the individual members of the Class are not sufficiently large to warrant vigorous
24 individual prosecution considering all of the concomitant costs and expenses attending thereto.
25 As such, the Classes identified in Paragraph 15 are maintainable as classes under § 382 of the
26 Code of Civil Procedure.

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1 **FIRST CAUSE OF ACTION**

2 **MINIMUM WAGE VIOLATIONS**

3 **(AGAINST ALL DEFENDANTS)**

4 22. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

5 23. Wage Order 5, § 4 and California Labor Code §§ 1197 and 1182.12 establish the
6 right of employees to be paid minimum wages for all hours worked, in amounts set by state law.
7 Labor Code §§ 1194(a) and 1194.2(a) provide that an employee who has not been paid the legal
8 minimum wage as required by Labor Code § 1197 may recover the unpaid balance together with
9 attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid
10 wages and interest accrued thereon. At all relevant times herein, Defendants failed to conform
11 their pay practices to the requirements of the law by failing to pay Plaintiff and members of the
12 Minimum Wage Class for all hours worked, including, but not limited to, all hours they were
13 subject to the control of Defendants and/or suffered or permitted to work under the California
14 Labor Code and Wage Order 5.

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

20 25. As a consequence of Defendants' non-payment of minimum wages, Plaintiff and
21 members of the Minimum Wage Class seek penalties pursuant to Wage Order 5 § 20(A) and
22 California Labor Code § 1199; interest pursuant to California Labor Code §§ 218.6 and 1194 and
23 Civil Code §§ 3287 and 3289; liquidated damages pursuant to California Labor Code § 1194.2;
24 attorneys' fees and costs of suit pursuant to California Labor Code § 1194 *et seq.*; and damages
25 and/or penalties pursuant to California Labor Code § 558(a).

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

32. As a result, Defendants are responsible for paying premium compensation for meal period violations including interest thereon, statutory penalties, civil penalties, and costs of suit, pursuant to Labor Code §§ 226.7, 512, 558, Wage Order 5, and Civil Code §§ 3287(b) and 3289.

FOURTH CAUSE OF ACTION

REST PERIOD VIOLATIONS

(AGAINST ALL DEFENDANTS)

33. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

34. Wage Order 5, § 12 and California Labor Code §§ 226.7, 516 and 558 establish the right of employees to be provided with a rest period of at least ten (10) minutes for each four (4) hour period worked, or major fraction thereof. Despite Defendants' failure to authorize and permit Plaintiff and members of the Rest Period Class to take all legally complaint rest periods as alleged herein, Defendants did not pay these individuals an additional hour of pay at their respective regular rate for the rest periods that they failed to authorize and permit them to take, as required by Labor Code § 226.7.

35. Defendants' policies and practices described herein are unlawful and create an entitlement to recovery by Plaintiff and members of the Rest Period Class in a civil action for the unpaid amount of rest period premiums owing, including interests thereon, statutory penalties, civil penalties, attorneys' fees, and costs of suit according to California Labor Code §§ 226.7, 516, 558, Wage Order 5, and Civil Code §§ 3287(b) and 3289.

FIFTH CAUSE OF ACTION

FAILURE TO REIMBURSE NECESSARY BUSINESS EXPENSES

(AGAINST ALL DEFENDANTS)

36. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

37. At all relevant times herein, Defendants were subject to Labor Code § 2802, which states that "an employer shall indemnify his or her employees for all necessary expenditures or

1 losses incurred by the employee in direct consequence of the discharge of his or her duties, or of
2 his or her obedience to the directions of the employer.”

3 38. At all relevant times herein, Defendants were subject to Labor Code § 2804, which
4 states that “any contract or agreement, express or implied, made by any employee to waive the
5 benefits of this article or any part thereof, is null and void, and this article shall not deprive any
6 employee or his personal representative of any right or remedy to which he is entitled under the
7 laws of this State.”

8 39. Due to Defendants’ unlawful policy and practice of requiring employees to use
9 their personal cellular phones for work purposes and purchase online courses that they were
10 required to complete, and failing to pay reimbursements to Plaintiff and members of the Employee
11 Expense Class, Defendants have violated Labor Code §2802.

12 40. As a proximate result of Defendants’ policies and/or practices in violation of Labor
13 Code §§ 2802 and 2804, Plaintiff and members of the Employee Expense Class suffered damages
14 in sums, which will be shown according to proof.

15 41. Plaintiff and members of the Employee Expense Class are entitled to attorneys’
16 fees and costs of suit pursuant to Labor Code § 2802(c) for bringing this action.

17 42. Pursuant to Labor Code §2802(b), any action brought for the reimbursement of
18 necessary expenditures carries interest at the same rate as judgments in civil actions. Thus,
19 Plaintiff and members of the Employee Expense Class are entitled to interest, which shall accrue
20 from the date on which they incurred the initial necessary expenditure.

21 **SIXTH CAUSE OF ACTION**

22 **WAITING TIME PENALTIES**

23 **(AGAINST ALL DEFENDANTS)**

24 43. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

25 44. This cause of action is brought pursuant to Cal. Labor Code §§ 201-203, which
26 require an employer to pay all wages immediately at the time of separation of employment in the
27 event the employer discharges the employee or the employee provides at least 72 hours of notice
28 of their intent to quit. In the event the employee provides less than 72 hours of notice of their

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

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

7 46. Further, 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 Plaintiff and members
9 of the Waiting Time Class all earned wages at the end of employment in a timely manner pursuant
10 to the requirements of Cal. Labor Code §§ 201-203.

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

15 48. Plaintiff and members of the Waiting Time Class are entitled to compensation
16 pursuant to Cal. Labor Code § 203, plus reasonable attorneys' fees and costs of suit.

17 **SEVENTH CAUSE OF ACTION**

18 **WAGE STATEMENT PENALITIES**

19 **(AGAINST ALL DEFENDANTS)**

20 49. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

21 50. Plaintiff is informed and believes, and based thereon alleges, that Defendants
22 knowingly and intentionally, as a matter of uniform policy and practice, failed to furnish Plaintiff
23 and members of the Wage Statement Class with complete and accurate itemized wage statements
24 in violation of Labor Code § 226 *et seq.*

25 51. Defendants' failures in furnishing Plaintiff and Wage Statement Class members
26 with complete and accurate itemized wage statements resulted in injury, as said failures deprived
27 them of the information necessary to identify the discrepancies in Defendants' reported data, and
28 deprived them of the information required to be included under Labor Code § 226(a).

52. Defendants' failures create an entitlement to recovery by Plaintiff and members of the Wage Statement Class in a civil action for all damages and/or penalties pursuant to Labor Code § 226 *et seq.*, including statutory penalties, civil penalties, reasonable attorneys' fees, and costs of suit according to California Labor Code § 226 *et seq.*

EIGHTH CAUSE OF ACTION

UNFAIR COMPETITION

(AGAINST ALL DEFENDANTS)

53. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

54. Defendants have engaged and continue to engage in unfair and/or unlawful business practices in California in violation of California Business and Professions Code § 17200 *et seq.*, by: (a) failing to pay Plaintiff and members of the Overtime Class all overtime wages owed; (b) failing to pay Plaintiff and members of the Minimum Wage Class all minimum wages; (c) failing to provide Plaintiff and members of the Meal Period Class with all meal periods to which they are entitled, and failing to pay them meal period premium payments; (d) failing to authorize and permit Plaintiff and members of the Rest Period Class all rest periods to which they are entitled, and failing to pay them rest period premium payments; (e) failure to reimburse all business expenses to members of the Employee Expense Class; (f) failing to issue accurate and itemized wage statements to the Wage Statement Class; and (g) failing to pay Plaintiff and members of the Waiting Time Class all wages due at separation of employment.

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

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

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

3 58. Plaintiff was compelled to retain the services of counsel to file this court action to
4 protect her interests and those of the Classes, to obtain restitution and injunctive relief on behalf
5 of Defendants' current non-exempt employees, and to enforce important rights affecting the
6 public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs,
7 which she is entitled to recover under Code of Civil Procedure § 1021.5.

8 **NINTH CAUSE OF ACTION**

9 **PRIVATE ATTORNEYS GENERAL ACT**

10 **(AGAINST ALL DEFENDANTS)**

11 59. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

12 60. Defendants have committed several Labor Code violations against Plaintiff,
13 members of the Classes, and other aggrieved employees. Plaintiff, an "aggrieved employee" within
14 the meaning of Labor Code § 2698 *et seq.*, acting on behalf of herself and other aggrieved
15 employees, brings this representative action against Defendants to recover the civil penalties due
16 to Plaintiff, the members of the Classes, other aggrieved employees, and the State of California
17 according to proof pursuant to Labor Code § 558 and § 2699 (a) and (f) including, but not limited
18 to: (1) \$100.00 for each initial violation for each failure to pay each employee and \$200 for each
19 subsequent violation or willful or intentional violation pursuant to Labor Code § 210 for each
20 failure to pay each employee, plus 25% of the amount unlawfully withheld; (2) \$50.00 for each
21 initial violation and \$100 for each subsequent violation pursuant to Labor Code § 558 per
22 employee per pay period; (3) \$100.00 for each initial violation and \$250.00 for each subsequent
23 violation pursuant to Labor Code § 1197.1 per employee per pay period; (4) \$250.00 for each
24 initial violation and \$1,000.00 for each subsequent violation pursuant to Labor Code § 226.3 per
25 employee per pay period; and/or (5) \$100.00 for each initial violation and \$200 for each subsequent
26 violation per employee per pay period for those violations of the Labor Code for which no civil
27 penalty is specifically provided, based on the following Labor Code violations:

28 a. Failing to pay minimum wages for all hours worked to Plaintiff, the Minimum

1 Wage Class, and other aggrieved employees in violation of Labor Code §§ 1182.12,
2 1194, 1194.2, and 1197;

3 b. Failing to pay Plaintiff, the Overtime Class, and other aggrieved employees all
4 earned overtime compensation in violation of Labor Code §§ 204, 510, 558, 1194,
5 and 1198;

6 c. Failing to provide all legally required meal periods, and failure to pay meal period
7 premium wages, to Plaintiff, the Meal Period Class, and other aggrieved employees
8 at the regular rate of compensation in violation of Labor Code §§ 226.7, 512, 558,
9 and 1198;

10 d. Failing to authorize and permit all legally required rest periods, and failure to pay
11 rest period premium wages, to Plaintiff, the Rest Period Class, and other aggrieved
12 employees at the regular rate of compensation in violation of Labor Code §§ 226.7,
13 516, 558, and 1198;

14 e. Failing to reimburse Plaintiff, the Employee Expense Class, and other aggrieved
15 employees for all necessary work expenses incurred in violation of Labor Code §§
16 2802 and 2804;

17 f. Failing to timely pay all final wages and compensation earned by Plaintiff, the
18 Waiting Time Class, and other aggrieved employees at the time of separation in
19 violation of Labor Code §§ 201, 202, and 203;

20 g. Failing to furnish Plaintiff, the Wage Statement Class, and other aggrieved
21 employees with complete, accurate, itemized wage statements in violation of Labor
22 Code § 226;

23 h. Failing to pay Plaintiff and other aggrieved employees all earned wages at least
24 twice during each calendar month in violation of Labor Code § 204; and

25 i. Failing to maintain accurate records on behalf of Plaintiff and other aggrieved
26 employees in violation of Labor Code § 1174 and 1198.

27 61. On March 24, 2026, Plaintiff notified Defendants via certified mail, and notified
28 the California Labor and Workforce Development Agency (“LWDA”) via its website, of

Defendants' violations of the California Labor Code and Plaintiff's intent to bring a claim for civil penalties under California Labor Code § 2698 *et seq.* with respect to the violations of the California Labor Code identified in Paragraph 60 (a)-(i). Now that sixty-five 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 her administrative requirements for bringing a claim under the Private Attorneys General Act with respect to these violations.

62. Based on the foregoing, Plaintiff seeks to represent herself and all Aggrieved Employees, as defined by Labor Code § 2699(c).

63. Plaintiff was compelled to retain the services of counsel to file this court action to protect her interests and the interests of other aggrieved employees, and to assess and collect the civil penalties owed by Defendants. Plaintiff has thereby incurred attorneys' fees and costs, which she is entitled to receive under California Labor Code § 2699(g).

PRAYER

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 compensatory, consequential, general and special damages according to proof pursuant to Labor Code §§ 204, 510, 558, 1194, and 1198;
6. Upon the Third Cause of Action, for compensatory, consequential, general and special damages according to proof pursuant to Labor Code §§ 226.7, 512, and 558;
7. Upon the Fourth Cause of Action, for compensatory, consequential, general, and special damages according to proof pursuant to Labor Code §§ 226.7, 516, and 558;
8. Upon the Fifth Cause of Action, for compensatory, consequential, general and

special damages according to proof pursuant to Labor Code §§ 2802 and 2804;

9. Upon the Sixth Cause of Action, for statutory waiting time penalties pursuant to Labor Code §§ 201-203;

10. Upon the Seventh Cause of Action, for statutory penalties pursuant to Labor Code § 226;

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

12. Upon the Ninth Cause of Action, for civil penalties due to Plaintiff, other aggrieved employees, and the State of California according to proof pursuant to Labor Code §§ 558 and 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial violation for each failure to pay each employee and \$200 for each subsequent violation or willful or intentional violation pursuant to Labor Code § 210 for each failure to pay each employee, plus 25% of the amount unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each subsequent violation pursuant to Labor Code § 558 per employee per pay period; (3) \$100.00 for each initial violation and \$250.00 for each subsequent violation pursuant to Labor Code § 1197.1 per employee per pay period; (4) \$250.00 for each initial violation and \$1,000.00 for each subsequent violation pursuant to Labor Code § 226.3 per employee per pay period; and/or (5) \$100.00 for each initial violation and \$200 for each subsequent violation per employee per pay period for those violations of the Labor Code for which no civil penalty is specifically provided, based on the Labor Code violations identified in Paragraph 60 (a)-(i);

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

14. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§ 226, 1194, 2699(g), 2802(c), and Code of Civil Procedure § 1021.5; and

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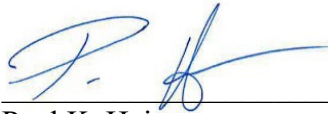
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1 15. For such other and further relief, the Court may deem just and proper.

2
3 Dated: May 29, 2026

Respectfully submitted,
HAINES LAW GROUP, APC

4
5 By: _____



Paul K. Haines
Attorneys for Plaintiff

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7
8 **DEMAND FOR JURY TRIAL**

9 Plaintiff hereby demands a jury trial with respect to all issues triable by jury.

10
11 Dated: May 29, 2026

Respectfully submitted,
HAINES LAW GROUP, APC

12
13 By: _____



Paul K. Haines
Attorneys for Plaintiff