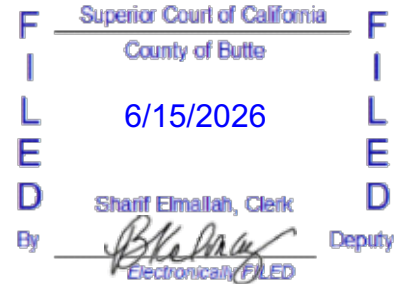


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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF BUTTE**

WILLIAM EDWARDS, on behalf of himself
and all others similarly situated,

Plaintiff,

v.

ED WITTMEIER FORD, INC., a California
corporation; WITTMEIER, INC., a California
corporation; WITTMEIER HONDA, INC., a
California corporation; and DOES 1 to 50,
inclusive,

Defendants.

Case No.: 26CV01205

CLASS ACTION

FIRST AMENDED COMPLAINT FOR:

- 1. FAILURE TO PAY ALL WAGES;**
- 2. FAILURE TO PAY ALL OVERTIME WAGES;**
- 3. FAILURE TO PAY ALL OVERTIME WAGES AT THE LEGAL OVERTIME PAY RATE;**
- 4. FAILURE TO PROVIDE ALL MEAL PERIODS;**
- 5. FAILURE TO AUTHORIZE AND PERMIT ALL PAID REST PERIODS;**
- 6. FAILURE TO FULLY REIMBURSE WORK EXPENSES;**
- 7. DERIVATIVE FAILURE TO TIMELY FURNISH ACCURATE ITEMIZED WAGE STATEMENTS;**
- 8. VIOLATIONS OF LABOR CODE §§ 201-202;**
- 9. PENALTIES UNDER LABOR CODE § 2699; AND**
- 10. UNFAIR BUSINESS PRACTICES**

DEMAND FOR JURY TRIAL

1 Plaintiff William Edwards ("Plaintiff"), an individual on behalf of himself and all others
2 similarly situated, hereby files this First Amended Complaint against Defendant Ed Wittmeier Ford,
3 Inc., a California corporation, Defendant Wittmeier, Inc., a California corporation, Wittmeier Honda,
4 Inc., a California corporation, and Does 1 to 50 (collectively referred to as "Defendants"). Plaintiff
5 is informed and believes, and on the basis of that information and belief, alleges as follows:

6 **INTRODUCTION**

7 1. This is a civil action seeking recovery for Defendants' violations of the California
8 Labor Code, California Business and Professions Code, the applicable Wage Orders issued by the
9 California Industrial Welfare Commission (the "IWC Wage Orders") and related common law
10 principles.

11 2. Plaintiff's action seeks monetary damages including full restitution from
12 Defendants as a result of Defendants' unlawful, fraudulent, and/or unfair business practices.

13 3. The acts complained of herein occurred, occur and will occur, at least in part, within
14 the time period from four years preceding the filing of the original Complaint herein, up to and
15 through the time of trial for this matter although this should not automatically be considered the
16 statute of limitations for any cause of action herein.

17 4. For introductory and general information only (and not to be considered a proposed
18 class definition), the relevant individuals in this action are Defendants' non-exempt employees who
19 were subjected to Defendants' policies and practices as described herein. Any differences in job
20 activities between the different individuals in these positions were and are legally insignificant to
21 the issues presented by this action.

22 **SUMMARY OF CLAIMS**

23 5. With regard to Defendants' non-exempt employees Defendants have:

- 24 a. Failed to pay straight time, minimum, and/or overtime wages for all hours
25 worked;
- 26 b. Failed to pay all state-mandated overtime wages for all overtime hours worked;
- 27 c. Failed to pay all overtime wages at the legal overtime pay rate;
- 28 d. Failed to provide all legally-required meal periods;

- e. Failed to authorize and permit all paid legally-required rest periods;
- f. Failed to reimburse for all work-related expenses;
- g. Derivatively failed to timely furnish accurate itemized wage statements;
- h. Violated Labor Code §§ 201-202;
- i. Incurred penalties under Labor Code §§ 2699, *et seq.*; and
- j. Conducted unfair business practices.

PARTIES

Plaintiff William Edwards

6. Plaintiff William Edwards is an individual over the age of 18 and a citizen of the State of California.

7. Plaintiff William Edwards last worked for Defendants as a non-exempt employee from approximately November of 2024 through to November of 2025 in Butte County, California in the position of a Sales Associate.

8. Plaintiff William Edwards seeks recovery herein from Defendants because with regard to Plaintiff William Edwards, while acting for Defendants his capacity as a non-exempt employee, Defendants have:

- a. Failed to pay straight time, minimum, and/or overtime wages for all hours worked;
- b. Failed to pay all state-mandated overtime wages for all overtime hours worked;
- c. Failed to pay all overtime wages at the legal overtime pay rate;
- d. Failed to provide all legally-required meal periods;
- e. Failed to authorize and permit all paid legally-required rest periods;
- f. Failed to reimburse for all work-related expenses;
- g. Derivatively Failed to timely furnish accurate itemized wage statements;
- h. Violated Labor Code §§ 201-202;
- i. Incurred penalties under Labor Code §§ 2699, *et seq.*; and
- j. Conducted unfair business practices.

///

Defendant Ed Wittmeier Ford, Inc.

9. Defendant Ed Wittmeier Ford, Inc. is now and/or at all times mentioned in this Complaint was a California corporation and the owner and operator of an industry, business, and/or facilities) licensed to do business and actually doing business in the State of California.

Defendant Wittmeier, Inc.

10. Defendant Wittmeier, Inc. is now and/or at all times mentioned in this Complaint was a California corporation, and the owner and operator of an industry, business, and/or facilities) licensed to do business and actually doing business in the State of California.

Defendant Wittmeier Honda, Inc.

11. Wittmeier Honda, Inc. is now and/or at all times mentioned in this Complaint was a California corporation, and the owner and operator of an industry, business, and/or facilities) licensed to do business and actually doing business in the State of California.

DOES 1 TO 50, INCLUSIVE

12. Does 1 to 50, inclusive, are now and/or at all times mentioned in this Complaint were licensed to do business and/or actually doing business in California.

13. Plaintiff does not know the true names or capacities, whether individual, partner or corporate, of Does 1 to 50, inclusive and for that reason, Does 1 to 50 are sued under such fictitious names under California Code of Civil Procedure § 474.

14. Plaintiff will seek leave of court to amend this Complaint to allege such names and capacities as soon as they are ascertained.

ALL DEFENDANTS

15. Defendants, and each of them, are now and/or at all times mentioned in this Complaint were in some manner legally responsible for the events, happenings, and circumstances alleged in this Complaint.

16. Defendants, and each of them, proximately subjected Plaintiff to the unlawful practices, wrongs, complaints, injuries, and/or damages alleged in this Complaint.

17. Defendants, and each of them, are now and/or at all times mentioned in this Complaint were the agents, servants, and/or employees of some or all other Defendants, and vice-

1 versa, and in doing the things alleged in this Complaint, Defendants are now and/or at all times
2 mentioned in this Complaint were acting within the course and scope of that agency, servitude,
3 and/or employment.

4 18. Defendants, and each of them, are now and/or at all times mentioned in this
5 Complaint were members of and/or engaged in a joint venture, partnership, and common
6 enterprise, and were acting within the course and scope and in pursuance of said joint venture,
7 partnership, and common enterprise.

8 19. Defendants, and each of them, at all times mentioned in this Complaint concurred
9 and contributed to the various acts and omissions of each and every one of the other Defendants
10 in proximately causing the complaints, injuries, and/or damages alleged in this Complaint.

11 20. Defendants, and each of them, at all times mentioned in this Complaint approved
12 of, condoned and/or otherwise ratified each and every one of the acts and/or omissions alleged in
13 this Complaint.

14 21. Defendants, and each of them, at all times mentioned in this Complaint aided and
15 abetted the acts and omissions of each and every one of the other Defendants thereby proximately
16 causing the damages alleged in this Complaint.

17 **JURISDICTION AND VENUE**

18 22. The California Superior Court has jurisdiction in this matter due to Defendants'
19 aforementioned violations of California statutory law and/or related common law principles.

20 23. The California Superior Court also has jurisdiction in this matter because both the
21 individual and aggregate monetary damages and restitution sought herein exceed the minimal
22 jurisdictional limits of the Superior Court and will be established at trial, according to proof.

23 24. The California Superior Court also has jurisdiction in this matter because during their
24 employment with Defendants, Plaintiff William Edwards and the members of the putative Classes
25 herein were all California citizens and Defendant Ed Wittmeier Ford, Inc., Defendant Wittmeier, Inc.,
26 and Defendant Wittmeier Honda, Inc. conducted business in California. Further, there is no federal
27 question at issue, as the issues herein are based solely on California statutes and law.

28 25. Venue is proper in Butte County under Code of Civil Procedure § 395(a) and Code

1 of Civil Procedure § 395.5 in that liability arose there because at least some of the transactions that
2 are the subject matter of this Complaint occurred therein and/or each Defendant either is found,
3 maintains offices, transacts business, and/or has an agent therein.

4 **CLASS ACTION ALLEGATIONS**

5 26. Code of Civil Procedure § 382 provides in pertinent part, “[W]hen the question is
6 one of a common or general interest, of many persons, or when the parties are numerous, and it is
7 impracticable to bring them all before the court, one or more may sue or defend for the benefit of
8 all.” Plaintiff brings this suit as a class action under Code of Civil Procedure § 382.

9 27. The putative classes Plaintiff will seek to certify are currently composed of and
10 defined as follows:

- 11 a. All California citizens employed by Defendants as non-exempt employees
12 during the appropriate time period who were subjected to Defendants’ policies
13 and practices regarding the payment of straight time, minimum and/or overtime
14 wages as specifically described herein (hereinafter, the “Wage Class”);
- 15 b. All California citizens employed by Defendants as non-exempt employees
16 during the appropriate time period who were subjected to Defendants’ policies
17 and practices regarding the payment of overtime wages as specifically
18 described herein (hereinafter, the “Overtime Class”);
- 19 c. All California citizens employed by Defendants as non-exempt employees
20 during the appropriate time period who were subjected to Defendants’ policies
21 and practices regarding the calculation of overtime pay as specifically described
22 herein (hereinafter, the “Overtime Rate Class”);
- 23 d. All California citizens employed by Defendants as non-exempt employees
24 during the appropriate time period who were subjected to Defendants’ policies
25 and practices regarding meal periods as specifically described herein
26 (hereinafter, the “Meal Period Class”);
- 27 e. All California citizens employed by Defendants as non-exempt employees
28 during the appropriate time period who were subjected to Defendants’ policies

and practices regarding paid rest periods as specifically described herein (hereinafter, the “Rest Period Class”);

f. All California citizens employed by Defendants as non-exempt employees during the appropriate time period who were subjected to Defendants’ policies and practices regarding business expense reimbursement as specifically described herein (hereinafter, the “Reimbursement Class”);

g. All California citizens employed by Defendants as hourly-paid, non-exempt employees during the appropriate time period who were derivatively subjected to Defendants’ policies and practices regarding itemized wage statements as specifically described herein (hereinafter, the “Derivative Wage Statement Class”);

h. All formerly-employed California citizens employed by Defendants as non-exempt employees during the appropriate time period who were subjected to Defendants’ policies and practices regarding Labor Code § 203 and the payment of final wages as specifically described herein (hereinafter, the “LC 203 Class”); and

i. All California citizens employed by Defendants as non-exempt employees during the appropriate time period regarding whom Defendants have engaged in unlawful, unfair and/or fraudulent business acts or practices prohibited by Business & Professions Code §§ 17200, et seq. as specifically described herein (hereinafter, the “17200 Class”).

28. The Wage Class, Overtime Class, Overtime Rate Class, Meal Period Class, Rest Period Class, Reimbursement Class, Derivative Wage Statement Class, LC 203 Class, and 17200 Class are herein collectively referred to as the “Classes.”

29. Throughout discovery in this litigation, Plaintiff may find it appropriate and/or necessary to amend the definition of the Classes. Plaintiff will formally define and designate a class definition at such time when Plaintiff seeks to certify the Classes alleged herein.

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1 30. Numerosity (Code of Civil Procedure § 382):

- 2 a. The potential quantity of members of the Classes as defined is so numerous that
- 3 joinder of all members is unfeasible and impractical;
- 4 b. The disposition of the claims of the members of the Classes through this class
- 5 action will benefit both the parties and this Court;
- 6 c. The quantity of members of the Classes is unknown to Plaintiff at this time;
- 7 however, it is estimated that the membership of the Classes numbers greater
- 8 than 100 individuals; and
- 9 d. The quantity and identity of such membership is readily ascertainable via
- 10 inspection of Defendants' records.

11 31. Superiority (Code of Civil Procedure § 382): The nature of this action and the

12 nature of the laws available to Plaintiff makes the use of the class action format particularly

13 efficient and the appropriate procedure to afford relief to Plaintiff for the wrongs alleged herein,

14 as follows:

- 15 a. California has a public policy that encourages the use of the class action device;
- 16 b. By establishing a technique whereby the claims of many individuals can be
- 17 resolved at the same time, the class suit both eliminates the possibility of
- 18 repetitious litigation and provides small claimants with a method of obtaining
- 19 redress for claims which would otherwise be too small to warrant individual
- 20 litigation;
- 21 c. This case involves large corporate Defendants and a large number of individual
- 22 Class members with many relatively small claims and common issues of law
- 23 and fact;
- 24 d. If each individual member of the Classes was required to file an individual
- 25 lawsuit, the large corporate Defendants would necessarily gain an
- 26 unconscionable advantage because Defendants would be able to exploit and
- 27 overwhelm the limited resources of each individual member of the Classes with
- 28 Defendants' vastly superior financial and legal resources;

- 1 e. Requiring each individual member of the Classes to pursue an individual
2 remedy would also discourage the assertion of lawful claims by the members
3 of the Classes who would be disinclined to pursue an action against Defendants
4 because of an appreciable and justifiable fear of retaliation and permanent
5 damage to their lives, careers, and well-being;
- 6 f. Proof of a common business practice or factual pattern, of which the members
7 of the Classes experienced, is representative of the Classes herein and will
8 establish the right of each of the members of the Classes to recover on the
9 causes of action alleged herein;
- 10 g. Absent class treatment, the prosecution of separate actions by the individual
11 members of the Classes, even if possible, would likely create:
- 12 i) a substantial risk of each individual plaintiff presenting in separate,
13 duplicative proceedings the same or essentially similar arguments and
14 evidence, including expert testimony;
- 15 ii) a multiplicity of trials conducted at enormous expense to both the
16 judicial system and the litigants;
- 17 iii) inconsistent or varying verdicts or adjudications with respect to the
18 individual members of the Classes against Defendants;
- 19 iv) potentially incompatible standards of conduct for Defendants; and
- 20 v) potentially incompatible legal determinations with respect to individual
21 members of the Classes which would, as a practical matter, be
22 dispositive of the interest of the other members of the Classes who are
23 not parties to the adjudications or which would substantially impair or
24 impede the ability of the members of the Classes to protect their
25 interests.
- 26 h. The claims of the individual members of the Classes are not sufficiently large
27 to warrant vigorous individual prosecution considering all of the concomitant
28 costs and expenses attendant thereto;

- 1 i. Courts seeking to preserve efficiency and other benefits of class actions
2 routinely fashion methods to manage any individual questions; and
3 j. The Supreme Court of California urges trial courts, which have an obligation
4 to consider the use of innovative procedural tools to certify a manageable class,
5 to be procedurally innovative in managing class actions.

6 32. Well-defined Community of Interest: Plaintiff also meets the established standards
7 for class certification, as follows:

8 a. Typicality: The claims of Plaintiff William Edwards are typical of the claims of
9 all members of the Classes he seeks to represent because all members of the
10 Classes sustained injuries and damages arising out of Defendants' common
11 course of conduct in violation of law and the injuries and damages of all
12 members of the Classes were caused by Defendants' wrongful conduct in
13 violation of law, as alleged herein.

14 b. Adequacy: Plaintiff William Edwards:

- 15 i) is an adequate representative of the Classes he seeks to represent;
16 ii) will fairly protect the interests of the members of the Classes;
17 iii) has no interests antagonistic to the members of the Classes; and
18 iv) will vigorously pursue this suit via attorneys who are competent, skilled
19 and experienced in litigating matters of this type.

20 c. Predominant Common Questions of Law or Fact: There are common questions
21 of law and/or fact as to the members of the Classes which predominate over
22 questions affecting only individual members of the Classes, including, without
23 limitation:

- 24 i) Whether Defendants paid the legal and appropriate straight time pay,
25 minimum wage pay and/or overtime pay for all work hours to the
26 members of the Wage Class;
27 ii) Whether Defendants paid the appropriate overtime wages to the
28 members of the Overtime Class;

- 1 iii) Whether Defendants paid all overtime wages owed to the members of
2 the Overtime Rate Class at the appropriate overtime pay rate;
- 3 iv) Whether Defendants failed and continue to fail to provide legally-
4 required meal periods to the members of the Meal Period Class in
5 violation of the Labor Code and Section 11 of the IWC Wage Orders;
- 6 v) Whether Defendants failed and continue to fail to authorize and permit
7 paid legally-required rest periods to the members of the Rest Period
8 Class in violation of the Labor Code and Section 12 of the IWC Wage
9 Orders;
- 10 vi) Whether Defendants failed to fully reimburse for all work-related
11 expenses incurred by the members of the Reimbursement Class;
- 12 vii) Whether Defendants derivatively failed to timely furnish accurate,
13 itemized and legal wage statements to the members of the Derivative
14 Wage Statement Class;
- 15 viii) Whether Defendants are liable under Labor Code § 203 to the members
16 of the LC 203 Class;
- 17 ix) Whether Defendants' conduct constitutes unfair business practices
18 within the meaning of Business & Professions Code §§ 17200, et seq.;
- 19 x) Whether the members of the Classes are entitled to compensatory
20 damages, and if so, the means of measuring such damages;
- 21 xi) Whether the members of the Classes are entitled to injunctive relief;
- 22 xii) Whether the members of the Classes are entitled to restitution; and
- 23 xiii) Whether Defendants are liable for attorneys' fees and costs.

24 33. Whether each member of the Classes might be required to ultimately justify an
25 individual claim does not preclude maintenance of a class action.

26 ///

27 ///

28 ///

CAUSES OF ACTION

FIRST CAUSE OF ACTION

FAILURE TO PAY ALL WAGES

(On Behalf of the Wage Class)

(Against All Defendants)

34. Plaintiff incorporates by reference and reallege each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

35. Labor Code § 204 establishes the fundamental right of all employees in the State of California to be paid wages, including straight time and overtime, in a timely fashion for their work.

36. Labor Code § 510(a) states in pertinent part, “Any work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek ... shall be compensated at the rate of no less than one and one-half times the regular rate of pay for any employee.”

37. Labor Code § 1182.12, effective July 1, 2014, states, “Notwithstanding any other provision of this part, on and after July 1, 2014, the minimum wage for all industries shall be not less than nine dollars (\$9) per hour, and on and after January 1, 2016, the minimum wage for all industries shall be not less than ten dollars (\$10) per hour.” Further, under Labor Code § 1182.12(b)(1)(A), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2017, to December 31, 2017, inclusive, - ten dollars and fifty cents (\$10.50) per hour.” Under Labor Code § 1182.12(b)(1)(B), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2018, to December 31, 2018, inclusive, - eleven dollars (\$11) per hour.” Under Labor Code § 1182.12(b)(1)(C), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2019, to December 31, 2019, inclusive, - twelve dollars (\$12) per hour.” Under Labor Code § 1182.12(b)(1)(D), for any employer who employs 26 or more employees, the minimum wage shall be as follows: “From January 1, 2020, to December 31, 2020, inclusive, - thirteen dollars (\$13) per hour.” Under Labor Code § 1182.12(b)(1)(E), for any employer who employs 26

1 or more employees, the minimum wage shall be as follows: “From January 1, 2021, to December
2 31, 2021, inclusive, - fourteen dollars (\$14) per hour.” Finally, under Labor Code §
3 1182.12(b)(1)(F), for any employer who employs 26 or more employees, the minimum wage shall
4 be as follows: “From January 1, 2022, and until adjusted by subdivision (c) - fifteen dollars (\$15)
5 per hour.”

6 38. Labor Code § 1194(a) states, “Notwithstanding any agreement to work for a lesser
7 wage, any employee receiving less than the legal minimum wage or the legal overtime
8 compensation applicable to the employee is entitled to recover in a civil action the unpaid balance
9 of the full amount of this minimum wage or overtime compensation, including interest thereon,
10 reasonable attorney’s fees, and costs of suit.”

11 39. Further, under Labor Code § 1197, payment of less than the minimum wage fixed
12 by the Labor Commission is unlawful.

13 40. Under Labor Code § 1198, it is unlawful to employ persons for longer than the
14 hours set by the Industrial Welfare Commission or under conditions prohibited by the IWC Wage
15 Order(s).

16 41. Under the IWC Wage Order(s), Defendants are required to pay the members of the
17 Wage Class for all hours worked, meaning the time during which an employee is subject to the
18 control of an employer, including all the time the employee is suffered or permitted to work,
19 whether or not required to do so.

20 42. Defendants, as a matter of established company policy and procedure, at each and
21 every one of the individual facilities owned and/or operated by Defendants, consistently:

- 22 a. Administered a uniform company policy and practice as to the pay policies
23 regarding the members of the Wage Class;
- 24 b. Required the members of the Wage Class to spend unpaid time under Defendants’
25 control for work-related tasks without compensation. For example, Defendants
26 required the members of the Wage Class to perform work-related tasks before and
27 after clocking in, including, but not limited to, opening and closing duties. In
28 addition, Defendants also required members of the Wage Class to perform work-

1 related tasks while off-the-clock, such as addressing customer concerns.

2 c. Defendants suffered, permitted, and/or required the members of the Wage Class to
3 work without paying for all time they were under Defendants' control.

4 43. Because Defendants required the members of the Wage Class to remain under
5 Defendants' control without paying therefore, this resulted in the members of the Wage Class
6 earning less than the legal minimum wage in the State of California.

7 44. Defendants' pattern, practice, and uniform administration of corporate policy
8 regarding illegal employee compensation as described herein is unlawful and creates an
9 entitlement, under Labor Code § 218, to recovery by Plaintiff and the members of the Wage Class,
10 in a civil action, of the unpaid balance of the full amount of wages owing, calculated at the
11 appropriate rate.

12 45. Further, Defendants' pattern and practice in uniform administration of corporate
13 policy regarding Defendants' failure to pay the legal minimum wage to the members of the Wage
14 Class as described herein is unlawful and creates entitlement, under Labor Code § 1194(a), to
15 recovery by the members of the Wage Class, in a civil action, for the unpaid balance of the full
16 amount of the unpaid minimum wages owed, calculated as the difference between the straight time
17 compensation paid and the applicable minimum wage, including interest thereon.

18 46. Under Labor Code § 1194.2(a) (which provides that in any action under Labor Code
19 § 1194, an employee shall be entitled to recover liquidated damages), the members of the Wage
20 Class seek recovery of liquidated damages on the straight-time portion of uncompensated hours of
21 work (not including the overtime portion thereof) in an amount equal to the wages unlawfully
22 unpaid and interest thereon.

23 47. That calculation of individual damages for the members of the Wage Class may at
24 some point be required does not foreclose the possibility of taking common evidence on questions
25 regarding their entitlement to overtime compensation.

26 48. Under Labor Code §§ 218.6 and 1194(a) and Civil Code § 3287, the members of
27 the Wage Class seek recovery of pre-judgment interest on all amounts recovered herein.

28 49. Under Labor Code §§ 218.5 and/or 1194, the members of the Wage Class request

1 that the Court award reasonable attorneys' fees and costs incurred by them in this action.

2 **SECOND CAUSE OF ACTION**

3 **FAILURE TO PAY ALL OVERTIME WAGES**

4 **(On Behalf of the Overtime Class)**

5 **(Against All Defendants)**

6 50. Plaintiff incorporates by reference and reallege each and every one of the
7 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
8 forth herein.

9 51. Labor Code § 204 establishes the fundamental right of all employees in the State
10 of California to be paid wages, including straight time and overtime, in a timely fashion for their
11 work.

12 52. Labor Code § 510(a) states in pertinent part: "Any work in excess of eight hours in
13 one workday and any work in excess of 40 hours in any one workweek ... shall be compensated
14 at the rate of no less than one and one-half times the regular rate of pay for any employee."

15 53. Labor Code § 1194(a) states: "Notwithstanding any agreement to work for a lesser
16 wage, any employee receiving less than the legal minimum wage or the legal overtime
17 compensation applicable to the employee is entitled to recover in a civil action the unpaid balance
18 of the full amount of this minimum wage or overtime compensation, including interest thereon,
19 reasonable attorney's fees, and costs of suit."

20 54. Under Labor Code § 1198, it is unlawful to employ persons for longer than the
21 hours set by the Industrial Welfare Commission or under conditions prohibited by the IWC Wage
22 Order(s).

23 55. Defendants, as a matter of established company policy and procedure, at each and
24 every one of the individual facilities owned and/or operated by Defendants, consistently:

25 a. Administered a uniform company policy and practice as to the pay policies
26 regarding Plaintiff and the members of the Overtime Class;

27 b. Scheduled to work and in fact required Plaintiff and the members of the Overtime
28 Class to work in excess of eight hours per workday and/or in excess of 40 hours per

workweek without paying overtime compensation for all hours they were under Defendants' control; and

c. Failed to pay Plaintiff and the members of the Overtime Class overtime compensation for all work accomplished in excess of eight hours per day and/or 40 hours per week.

56. Defendants' pattern, practice and uniform administration of corporate policy regarding illegal employee compensation as described herein is unlawful and creates an entitlement, under Labor Code § 218 and Labor Code § 1194(a), to recovery by the members of the Overtime Class, in a civil action, for the unpaid balance of the full amount of the overtime premiums owing.

57. That calculation of individual damages for the members of the Overtime Class may at some point be required does not foreclose the possibility of taking common evidence on questions regarding their entitlement to overtime compensation.

58. Under Labor Code §§ 218.6 and 1194(a) and Civil Code § 3287, the members of the Overtime Class seek recovery of pre-judgment interest on all amounts recovered herein.

59. Under Labor Code §§ 218.5 and/or 1194, the members of the Overtime Class request that the Court award reasonable attorneys' fees and costs incurred by them in this action.

THIRD CAUSE OF ACTION

FAILURE TO PAY ALL OVERTIME

WAGES AT THE LEGAL OVERTIME PAY RATE

(On Behalf of the Overtime Rate Class)

(Against All Defendants)

60. Plaintiff incorporates by reference and realleges each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

61. Labor Code § 204 establishes the fundamental right of all employees in the State of California to be paid wages, including straight time and overtime, in a timely fashion for their work.

1 62. Labor Code § 510(a) states in pertinent part, “Any work in excess of eight hours in
2 one workday and any work in excess of 40 hours in any one workweek ... shall be compensated
3 at the rate of no less than one and one-half times the regular rate of pay for any employee.”

4 63. The “regular rate of pay” includes “all [applicable] remuneration paid to, or on
5 behalf of the employee.” (29 U.S.C. § 207(3).) The California Industrial Welfare Commission
6 applies this standard for determining an employee’s regular rate of pay for overtime calculation
7 purposes.

8 64. Labor Code §§ 1194(a) states: “Notwithstanding any agreement to work for a lesser
9 wage, any employee receiving less than the legal minimum wage or the legal overtime
10 compensation applicable to the employee is entitled to recover in a civil action the unpaid balance
11 of the full amount of this minimum wage or overtime compensation, including interest thereon,
12 reasonable attorney’s fees, and costs of suit.”

13 65. Labor Code § 204 establishes the fundamental right of all employees in the State
14 of California to be paid wages, including straight time and overtime, in a timely fashion for their
15 work.

16 66. Defendants, as a matter of established company policy and procedure, at each and
17 every one of the individual facilities owned and/or operated by Defendants, consistently:

18 a. Administered a uniform company policy and practice regarding the payment of
19 wages, including overtime, commissions, and bonuses, to the members of the
20 Overtime Rate Class;

21 b. Scheduled to work and in fact required Plaintiff and the members of the Overtime
22 Class to work in excess of eight hours per workday and/or in excess of 40 hours per
23 workweek;

24 c. Failed to pay Plaintiff and the members of the Overtime Rate Class at the legal
25 overtime rate reflecting all applicable forms of remuneration, including but not
26 limited to bonuses, commissions, and/or incentive pay, as required by law.

27 67. Defendants’ pattern, practice, and uniform administration of corporate policy
28 regarding illegal employee compensation as described herein is unlawful and creates an

entitlement, under Labor Code §§ 218 and 1194(a), to recovery by the members of the Overtime Rate Class, in a civil action, for the unpaid balance of the full amount of the overtime premiums owing.

68. That calculation of individual damages for the members of the Overtime Rate Class may at some point be required does not foreclose the possibility of taking common evidence on questions regarding their entitlement to overtime compensation.

69. Under Labor Code §§ 218.6 and 1194(a), and Civil Code § 3287, the members of the Overtime Rate Class seek recovery of pre-judgment interest on all amounts recovered herein.

70. Under Labor Code §§ 218.5 and/or 1194, the members of the Overtime Rate Class request that the Court award reasonable attorneys' fees and costs incurred by them in this action.

FOURTH CAUSE OF ACTION

FAILURE TO PROVIDE ALL MEAL PERIODS

(On Behalf of the Meal Period Class)

(Against All Defendants)

71. Plaintiff incorporates by reference and realleges each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

72. Labor Code § 226.7(b) provides, "An employer shall not require an employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health."

73. Labor Code § 512 provides, "An employer may not employ an employee for a work period of more than five hours per day without providing the employee with a meal period of not less than 30 minutes, except that if the total work period per day of the employee is no more than six hours, the meal period may be waived by mutual consent of both the employer and employee. An employer may not employ an employee for a work period of more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes, except that if the total hours worked is no more than 12 hours, the second meal period may be waived by

1 mutual consent of the employer and the employee only if the first meal period was not waived.”

2 74. Labor Code § 516 provides that the Industrial Welfare Commission “may adopt or
3 amend working condition orders with respect to break periods, meal periods, and days of rest for
4 any workers in California consistent with the health and welfare of those workers.”

5 75. Section 11(C) of the IWC Wage Orders provides, “Unless the employee is relieved
6 of all duty during a 30 minute meal period, the meal period shall be considered an ‘on duty’ meal
7 period and counted as time worked. An ‘on duty’ meal period shall be permitted only when the
8 nature of the work prevents an employee from being relieved of all duty and when by written
9 agreement between the parties an on-the-job paid meal period is agreed to. The written agreement
10 shall state that the employee may, in writing, revoke the agreement at any time.”

11 76. Section 11(D) of the IWC Wage Order(s) provides “If an employer fails to provide
12 an employee a meal period in accordance with the applicable provisions of this order, the employer
13 shall pay the employee 1 hour of pay at the employee’s regular rate of compensation for each
14 workday that the meal period is not provided.”

15 77. On one or more occasions, the members of the Meal Period Class worked over five
16 hours per shift and therefore were entitled to an uninterrupted meal period of not less than 30
17 minutes prior to exceeding five hours of employment.

18 78. Further, on one or more occasions, some members of the Meal Period Class worked
19 over 10 hours per shift and therefore were entitled to an uninterrupted second meal period of not
20 less than 30 minutes prior to exceeding 10 hours of employment.

21 79. The members of the Meal Period Class did not validly or legally waive their meal
22 periods, by mutual consent with Defendants or otherwise.

23 80. The members of the Meal Period Class did not enter into any written agreement
24 with Defendants agreeing to an on-duty paid meal period.

25 81. As a matter of Defendants’ established company policy, Defendants failed to
26 always comply with the meal period requirements established by Labor Code §§ 226.7, 512, and
27 516, and Section 11 of the IWC Wage Order(s) by failing to always provide the members of the
28 Meal Period Class with a first and in some cases a second legally compliant meal period.

1 82. Under Section 11(D) of the IWC Wage Order(s) and Labor Code § 226.7(c) which
2 states “If an employer fails to provide an employee a meal or rest or recovery period in accordance
3 with a state law, including, but not limited to, an applicable statute or applicable regulation,
4 standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health
5 Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the
6 employee one additional hour of pay at the employee's regular rate of compensation for each
7 workday that the meal or rest or recovery period is not provided.,” the members of the Meal Period
8 Class are entitled to damages in an amount equal to one (1) additional hour of pay at each
9 employee’s regular rate of compensation for each work day that the meal period was not provided,
10 in a sum to be proven at trial.

11 83. Under Labor Code § 218.6 and Civil Code § 3287, the members of the Meal Period
12 Class seek recovery of pre-judgment interest on all amounts recovered herein.

13 **FIFTH CAUSE OF ACTION**

14 **FAILURE TO AUTHORIZE AND PERMIT ALL PAID REST PERIODS**

15 **(On Behalf of the Rest Period Class)**

16 **(Against All Defendants)**

17 84. Plaintiff incorporates by reference and realleges each and every one of the
18 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
19 forth herein.

20 85. Labor Code § 226.7(b) provides “An employer shall not require an employee to
21 work during a meal or rest or recovery period mandated pursuant to an applicable statute, or
22 applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational
23 Safety and Health Standards Board, or the Division of Occupational Safety and Health.”

24 86. Labor Code § 516 provides that the Industrial Welfare Commission “may adopt or
25 amend working condition orders with respect to break periods, meal periods, and days of rest for
26 any workers in California consistent with the health and welfare of those workers.”

27 87. Section 12(A) of the IWC Wage Order(s) states: “Every employer shall authorize
28 and permit all employees to take rest periods, which insofar as practicable shall be in the middle

1 of each work period. The authorized rest period time shall be based on the total hours worked daily
2 at the rate of 10 minutes net rest time per 4 hours or major fraction thereof. However, a rest period
3 need not be authorized for employees whose total daily work time is less than 3½ hours.
4 Authorized rest period time shall be counted as hours worked for which there shall be no deduction
5 from wages.”

6 88. Section 12(B) of the IWC Wage Order(s) states: “If an employer fails to provide an
7 employee a rest period in accordance with the applicable provisions of this order, the employer
8 shall pay the employee one (1) hour of pay at the employee’s regular rate of compensation for each
9 workday that the rest period is not provided.”

10 89. The members of the Rest Period Class sometimes worked over four hours per shift.
11 Further, the members of the Rest Period Class sometimes worked over six hours per shift, and in
12 some cases over 10 hours per shift.

13 90. The members of the Rest Period Class were entitled to a rest period of not less than
14 10 minutes for every four hours of work, or major fraction thereof.

15 91. As a matter of Defendants’ established company policy, Defendants failed to
16 always authorize and permit all required rest periods established by Labor Code §§ 226.7 and 516,
17 and Section 12 of the IWC Wage Order(s).

18 92. Under Section 12 of the IWC Wage Order(s) and Labor Code § 226.7(b) which
19 states “If an employer fails to provide an employee a meal or rest or recovery period in accordance
20 with a state law, including, but not limited to, an applicable statute or applicable regulation,
21 standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health
22 Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the
23 employee one additional hour of pay at the employee’s regular rate of compensation for each
24 workday that the meal or rest or recovery period is not provided,” the members of the Rest Period
25 Class are entitled to damages in an amount equal to one additional hour of pay at each employee’s
26 regular rate of compensation for each work day that one or more rest periods were not so provided.

27 93. Under Labor Code § 218.6 and Civil Code § 3287, the members of the Rest Period
28 Class seek recovery of pre-judgment interest on all amounts recovered herein.

SIXTH CAUSE OF ACTION
FAILURE TO FULLY REIMBURSE WORK EXPENSES
(On Behalf of the Reimbursement Class)
(Against All Defendants)

94. Plaintiff incorporates by reference and realleges each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

95. Under Labor Code § 2802(a), “an employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer.”

96. Labor Code § 2804 states in pertinent part, “Any contract or agreement, express or implied, made by any employee to waive the benefits of this article or any part thereof is null and void, and this article shall not deprive any employee or his personal representative of any right or remedy to which he is entitled under the laws of this State.”

97. As a matter of Defendants’ established company policy, the members of the Reimbursements Class were and are required by Defendants to personally incur necessary expenditures in direct consequence of the discharge of their duties, including, but not limited to, personal mobile devices, mileage, and gas for work-related activities.

98. Defendants are legally required to reimburse the members of the Reimbursement Class for all necessary expenditures.

99. Defendants failed to fully and reasonably reimburse the members of the Reimbursement Class for all necessary expenditures, including but not limited to the aforementioned expenditures.

100. As a proximate result of the aforementioned violations of Labor Code § 2802(a), the members of the Reimbursement Class are entitled to recovery from Defendants of the unpaid balance for all necessary expenditures, including but not limited to the aforementioned expenditures.

101. As a proximate result of the aforementioned violations of Labor Code § 450(a) and

§ 2802(a), the members of the Reimbursement Class have been damaged in an amount according to proof at the time of trial.

102. Under Labor Code § 2802(b), the members of the Reimbursement Class request that the Court award interest at the same rate as judgments in civil actions, accruing from the date on which each member of the Reimbursement Class incurred the necessary expenditure or loss.

103. Under Labor Code § 2802(c), the members of the Reimbursement Class request that the Court award reasonable attorneys' fees and costs incurred by them in this action.

SEVENTH CAUSE OF ACTION

DERIVATIVE FAILURE TO TIMELY

FURNISH ACCURATE ITEMIZED WAGE STATEMENTS

(On Behalf of the Derivative Wage Statement Class)

104. Plaintiff incorporates by reference and realleges each and every one of the allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set forth herein.

105. Labor Code § 226(a) states in pertinent part, "Every employer shall, semimonthly or at the time of each payment of wages, furnish each of his or her employees, either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately when wages are paid by personal check or cash, an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee... (4) all deductions... (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid... (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during each the pay period and the corresponding number of hours worked at each hourly rate by the employee...."

106. Further, the IWC Wage Orders § 7(A) states in pertinent part, "(A) Every employer shall keep accurate information with respect to each employee including the following: (3) Time records showing when the employee begins and ends each work period. Meal periods, split shift intervals, and total daily hours worked shall also be recorded...(5) Total hours worked in the payroll period and applicable rates of pay...."

107. Therefore, under Labor Code § 226(a) and the IWC Wage Orders § 7(A), California

1 employers are required to maintain accurate records pertaining to the total hours worked for
2 Defendants by the members of the Derivative Wage Statement Class, including but not limited to,
3 beginning and ending of each work period, meal period and split shift interval, the total daily hours
4 worked, and the total hours worked per pay period and applicable rates of pay.

5 108. As a pattern and practice, in violation of Labor Code § 226(a) and the IWC Wage
6 Orders § 7(A), Defendants did not and still do not furnish each of the members of the Derivative
7 Wage Statement Class with an accurate itemized statement in writing showing (1) gross wages
8 earned, (2) total hours worked by the employee, (3) all deductions, (4) net wages earned and/or (5)
9 all applicable hourly rates in effect during each respective pay period and the corresponding
10 number of hours worked at each hourly rate by each respective individual.

11 109. As set forth herein in prior causes of action, Defendants failed to pay the members
12 of the Derivative Wage Statement Class all wages due and owing.

13 110. As a derivative result of this failure to pay wages and as a pattern and practice in
14 violation of Labor Code § 226(a) and the IWC Wage Orders § 7(A), Defendants did not and do
15 not maintain accurate records pertaining to the total hours worked for Defendants by the members
16 of the Derivative Wage Statement Class, including but not limited to, beginning and ending of
17 each work period, meal period interval, total daily hours worked, total hours worked per pay
18 period, and the applicable rates of pay.

19 111. As of January 1, 2013, SB 1255 amended Labor Code § 226 to clarify that an
20 employee suffers injury if the employer fails to provide accurate and complete information as
21 required by any one or more items listed in Labor Code § 226(a)(1)-(9) and the employee cannot
22 promptly and easily ascertain requisite information without reference to other documents or
23 information.

24 112. Here, the members of Derivative Wage Statement Class suffered injury because,
25 due to Defendants' failure to pay all wages due and owing, Defendants derivatively failed to
26 provide accurate and complete information as required by one or more items listed in Labor Code
27 § 226(a)(1)-(9).

28 113. In addition, the members of the Derivative Wage Statement Class have suffered

injury as a result of Defendants' failure to maintain accurate records for the members of the Derivative Wage Statement Class in that the members of the Derivative Wage Statement Class were not timely provided written accurate itemized statements showing all requisite information, including but not limited to total hours worked by the employee, net wages earned and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate, in violation of Labor Code § 226 and the IWC Wage Orders § 7(A), such that the members of the Derivative Wage Statement Class were misled by Defendants as to the correct information regarding various items, including but not limited to total hours worked by the employee, net wages earned and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate.

114. The actual injuries suffered by the members of the Derivative Wage Statement Class as a result of Defendants' knowing and intentional failure to maintain accurate records for the members of the Derivative Wage Statement Class include but are not limited to:

- a. Confusion over whether they received all wages owed them by Defendants;
- b. The difficulty and expense of attempting to reconstruct time and pay records;
- c. Being forced to engage in mathematical computations to analyze whether Defendants' wages in fact compensated for all hours worked;
- d. The inability to accurately calculate wage rates complicated by the fact that wage statement information required by Labor Code § 226 is missing;
- e. That such practice prevents the members of the Derivative Wage Statement Class from being able to effectively challenge information on their wage statements; and/or
- f. The difficulty and expense of filing and maintaining this lawsuit, and the discovery required to collect and analyze the very information that California law requires.

115. Under Labor Code § 226(e), the members of the Derivative Wage Statement Class are entitled to \$50.00 per employee for the initial pay period in which a violation hereunder occurs and \$100.00 per employee for each violation in a subsequent pay period, not exceeding an

1 aggregate penalty of \$4,000.00.

2 116. Under Labor Code § 226(g), the currently-employed members of the Derivative
3 Wage Statement Class are entitled to injunctive relief to ensure Defendants' compliance with
4 Labor Code § 226.

5 117. Under Labor Code §§ 226(e)/(g), the members of the Derivative Wage Statement
6 Class are also entitled to an award of costs and reasonable attorneys' fees.

7 **EIGHTH CAUSE OF ACTION**

8 **VIOLATIONS OF LABOR CODE §§ 201-202**

9 **(On Behalf of the LC 203 Class)**

10 **(Against All Defendants)**

11 118. Plaintiff incorporates by reference and realleges each and every one of the
12 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
13 forth herein.

14 119. Labor Code § 203 provides that if an employer willfully fails to pay, without
15 abatement or reduction, in accordance with Labor Code §§ 201 and 202, any wages of an employee
16 who is discharged or who quits, the wages of the employee shall continue at the same rate, for up
17 to 30 days from the due date thereof, until paid or until an action therefor is commenced.

18 120. The members of the Derivative LC 203 Class are no longer employed by
19 Defendants as they were either discharged from or quit Defendants' employ.

20 121. Defendants had a consistent and uniform policy, practice and procedure of willfully
21 failing to pay the earned wages of Defendants' former employees, as set forth above, according to
22 amendment or proof.

23 122. As set forth above, Defendants willfully failed to pay the members of the Derivative
24 LC 203 Class their entire wages due and owing at the time of their termination or within seventy-
25 two hours of their resignation and failed to pay those sums for up to 30 days thereafter.

26 123. Defendants' willful failure to pay wages to the members of the Derivative LC 203
27 Class violates Labor Code § 203 because Defendants knew or should have known wages were due
28 to the members of the Derivative LC 203 Class, as set forth above, but Defendants failed to pay

1 them.

2 124. Thus, the members of the Derivative LC 203 Class are entitled to recovery under
3 Labor Code § 203.

4 **NINTH CAUSE OF ACTION**

5 **PENALTIES UNDER LABOR CODE § 2699**

6 **(On Behalf of the Aggrieved Employees)**

7 **(Against All Defendants)**

8 125. Plaintiff incorporates by reference and realleges each and every one of the
9 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
10 forth herein.

11 126. Under Labor Code § 2699(a) (which provides that any provision of the Labor Code
12 that provides for a civil penalty to be assessed and collected by the LWDA, or any of its
13 departments, divisions, commissions, board agencies or employees, such civil penalties may, as
14 an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of
15 himself or herself and other current or former employees) and Labor Code § 2699(f) (which
16 establishes a civil penalty for violations of all Labor Code provisions except those for which a civil
17 penalty is specifically provided), the aggrieved employees seek recovery of all applicable civil
18 penalties, as follows:

- 19 a. As applicable, for civil penalties under Labor Code § 2699(f), for all violations of
20 the Labor Code except for those for which a civil penalty is specifically provided,
21 in the amount of \$100 for each aggrieved employee per pay period for the initial
22 violation; and \$200 for each aggrieved employee per pay period for each
23 subsequent violation;
- 24 b. As applicable, civil penalties under Labor Code § 558 (in addition to and entirely
25 independent and apart from any other penalty provided in the Labor Code), for
26 violations of Labor Code §§ 500-556, in the amount of \$50 for each underpaid
27 aggrieved employee for each pay period the aggrieved employee was underpaid,
28 and \$100 for each subsequent violation for each underpaid employee for each pay

period for which the employee was underpaid;

c. As applicable, for civil penalties under Labor Code § 1197.1 (in addition to and entirely independent and apart from any other penalty provided in the Labor Code), for violations of Labor Code §§ 1194 and 1197, in the amount of \$100 for each underpaid aggrieved employee for each pay period the aggrieved employee was intentionally underpaid, and \$250 for each subsequent violation for each underpaid aggrieved employees regardless of whether the initial violation was intentionally committed;

d. As applicable, for civil penalties under Labor Code § 210 (in addition to and entirely independent and apart from any other penalty provided in the Labor Code), for each employee who is/was not paid wages in accordance with Labor Code §§ 204 and 204b in the amount of a civil penalty of \$100 for each aggrieved employee per pay period for each initial violation, and \$200 for each aggrieved employee per pay period for each subsequent violation;

e. As applicable, for civil penalties under Labor Code § 226.3 (in addition to and entirely independent and apart from any other penalty provided in the Labor Code), for each violation of Labor Code § 226(a), in the amount of \$250 for each aggrieved employee per pay period for each violation and \$1,000 for each aggrieved employee per pay period for each subsequent violation;

f. As applicable, for any and all additional civil penalties and sums as provided by the Labor Code and/or other relevant statutes.

127. In addition, Plaintiff seeks and is entitled to 65% of all penalties obtained under Labor Code § 2699 to be allocated to the LWDA, for education of employers and employees about their rights and responsibilities under the Labor Code, and 35% to Plaintiff and all other similarly situated aggrieved employees.

128. Further, Plaintiff is entitled to recover reasonable attorneys' fees and costs under Labor Code §§ 2699(g)(1) and any other applicable statute.

129. Labor Code § 2699.3(a) states in pertinent part: "A civil action by an aggrieved

1 employee pursuant to subdivision (a) or (f) of Section 2699 alleging a violation of any provision
2 listed in Section 2699.5 shall commence only after the following requirements have been met: (1)
3 (A) The aggrieved employee or representative shall give written notice by online filing with the
4 Labor and Workforce Development Agency and by certified mail to the employer of the specific
5 provisions of this code alleged to have been violated including the facts and theories to support the
6 alleged violation.”

7 130. Labor Code § 2699.3(c)(1) states in pertinent part: “A civil action by an aggrieved
8 employee pursuant to subdivision (a) or (f) of Section 2699 alleging a violation of any provision
9 other than those listed in Section 2699.5 or Division 5 (commencing with Section 6300) shall
10 commence only after the following requirements have been met: (1) (A) The aggrieved employee
11 or representative shall give written notice by online filing with the Labor and Workforce
12 Development Agency and by certified mail to the employer of the specific provisions of this code
13 alleged to have been violated, including the facts and theories to support the alleged violation.”

14 131. Here, Plaintiff’s civil action alleges violations of provisions listed in Labor Code §
15 2699.5 and violations of provisions other than those listed in Labor Code § 2699.5. As such, Labor
16 Code § 2699.3(a) and § 2699.3(c) apply to this action.

17 132. On March 17, 2026, Plaintiff complied with Labor Code § 2699.3(a) and Labor
18 Code § 2699.3(c) in that Plaintiff gave written notice by online filing with the LWDA and by
19 certified mail to Defendants of the specific provisions of the Labor Code alleged to have been
20 violated, including the facts and theories to support the alleged violations.

21 133. Labor Code § 2699.3(a) further states in pertinent part: “(2)(A) The agency shall
22 notify the employer and the aggrieved employee or representative by certified mail that it does not
23 intend to investigate the alleged violation within 60 calendar days of the postmark date of the
24 notice received pursuant to paragraph (1). Upon receipt of that notice or if no notice is provided
25 within 65 calendar days of the postmark date of the notice given pursuant to paragraph (1), the
26 aggrieved employee may commence a civil action pursuant to Section 2699.”

27 134. Since providing notice to the LWDA and Defendants of Defendants’ violations, the
28 LWDA has not notified Plaintiff of its intention to investigate the alleged violations. As such,

1 Plaintiff has complied with Labor Code § 2699.3(a) and has been given authorization therefrom to
2 commence a civil action which includes a cause of action under Labor Code § 2699.

3 135. Further, as of June 15, 2026, Plaintiff has not received from Defendants written
4 notice by certified mail that the alleged violations have been cured, including a description of
5 actions taken. As such, Plaintiff has complied with Labor Code § 2699.3(c) and has been given
6 authorization therefrom to commence a civil action which includes a cause of action under Labor
7 Code § 2699.

8 **TENTH CAUSE OF ACTION**
9 **UNFAIR BUSINESS PRACTICES**

10 **(On Behalf of the 17200 Class)**

11 **(Against All Defendants)**

12 136. Plaintiff incorporates by reference and realleges each and every one of the
13 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set
14 forth herein.

15 137. Business & Professions Code § 17200 provides, in pertinent part, “unfair
16 competition shall mean and include any unlawful, unfair or fraudulent business act.”

17 138. Business & Professions Code § 17205 provides that unless otherwise expressly
18 provided, the remedies or penalties provided for unfair competition “are cumulative to each other
19 and to the remedies or penalties available under all other laws of this state.”

20 139. Business & Professions Code § 17204 provides that an action for any relief from
21 unfair competition may be prosecuted by any person who has suffered injury in fact and has lost
22 money or property as a result of such unfair competition.

23 140. Defendants have engaged in unlawful, unfair and fraudulent business acts or
24 practices prohibited by Business & Professions Code § 17200, including those set forth in the
25 preceding and foregoing paragraphs of the complaint, thereby depriving the members of the 17200
26 Class of the minimum working standards and conditions due to them under the Labor Code and/or
27 the IWC Wage Orders, as specifically described herein.

28 141. Defendants have engaged in unfair business practices in California by practicing,

1 employing and utilizing the employment practices outlined in the preceding paragraphs,
2 specifically, by requiring employees to perform the labor services complained of herein without
3 the requisite compensation.

4 142. Defendants have further engaged in unfair business practices in California by
5 failing to always provide paid sick days paid at the regular rate of pay in violation of Labor Code
6 § 246(l).

7 143. Defendants' use of such practices constitutes an unfair business practice and unfair
8 competition and provides an unfair advantage over Defendants' competitors.

9 144. Plaintiff has suffered injury in fact and has lost money or property as a result of
10 such unfair competition.

11 145. Plaintiff seeks full restitution from Defendants, as necessary and according to proof,
12 to restore any and all monies withheld, acquired, and/or converted by Defendants by means of the
13 unfair practices complained of herein.

14 146. Further, if Defendants are not enjoined from the conduct set forth above,
15 Defendants will continue to practice, employ, and utilize the employment practices outlined in the
16 preceding paragraphs.

17 147. Therefore, Plaintiff requests that the Court issue a preliminary and permanent
18 injunction prohibiting Defendants from engaging in the foregoing conduct.

19 148. Plaintiff seeks the appointment of a receiver, as necessary, to establish the total
20 monetary relief sought from Defendants.

21 **PRAYER FOR RELIEF**

22 WHEREFORE, Plaintiff prays:

23 (1) That the Court issue an Order certifying the Classes herein, appointing Plaintiff
24 William Edwards as named representative of all others similarly situated, and appointing D.Law,
25 Inc. representing all named plaintiffs as counsel for the members of the Classes;

26 **As to the First Cause of Action for Failure to Pay All Wages:**

27 (2) For recovery of the unpaid balance of the full amount of the straight time
28 compensation due and owing, according to proof;

1 (3) For liquidated damages on the straight-time portion of uncompensated hours of
2 work (not including the overtime portion thereof), as authorized by Labor Code § 1194.2(a);

3 (4) For recovery of the unpaid balance of the full amount of overtime compensation
4 due and owing, calculated at the appropriate rate and according to proof;

5 (5) For pre-judgment interest as allowed by Labor Code §§ 218.6 and 1194(a) and Civil
6 Code § 3287;

7 (6) For an award of reasonable attorneys' fees and costs under Labor Code §§ 218.5
8 and/or 1194(a);

9 As to the Second Cause of Action for Failure to Pay Overtime Wages:

10 (7) For damages, as set forth in Labor Code § 1194(a) and the IWC Wage Order(s)
11 regarding wages due and owing, according to proof;

12 (8) For pre-judgment interest as allowed by Labor Code §§ 218.6 and 1194(a) and Civil
13 Code § 3287;

14 (9) For an award of reasonable attorneys' fees and costs under Labor Code § 218.5
15 and/or 1194(a);

16 As to the Third Cause of Action for Failure to Pay All Overtime Wages at the
17 Legal Overtime Pay Rate:

18 (10) For damages, as set forth in Labor Code § 1194(a) and the IWC Wage Order(s)
19 regarding wages due and owing, according to proof;

20 (11) For pre-judgment interest as allowed by Labor Code §§ 218.6 and 1194(a), and
21 Civil Code § 3287;

22 (12) For an award of reasonable attorneys' fees and costs under Labor Code §§ 218.5
23 and/or 1194(a);

24 As to the Fourth Cause of Action for Failure to Provide Meal Periods:

25 (13) For one hour of pay at the regular rate of compensation for each member of the
26 Meal Period Class for each workday that a meal period was not provided;

27 (14) For pre-judgment interest as authorized by Labor Code § 218.6 and Civil Code §
28 3287;

1 As to the Fifth Cause of Action for Failure to Authorize and Permit Paid Rest Periods:

2 (15) For one hour of pay at the regular rate of compensation for each member of the
3 Rest Period Class for each workday that a rest period was not provided;

4 (16) For pre-judgment interest as authorized by Labor Code § 218.6 and Civil Code §
5 3287;

6 As to the Sixth Cause of Action for Unpaid Reimbursement for Work Expenses:

7 (17) For recovery of the unpaid balance for all necessary expenditures and losses
8 incurred in direct consequence of the discharge of Defendants' duties;

9 (18) For interest thereon at the same rate as judgments in civil actions, accruing from
10 the date on which each member of the Reimbursements Class incurred the necessary expenditure
11 or loss, under Labor Code § 2802(b);

12 (19) For reasonable attorneys' fees and costs under Labor Code § 2802(c);

13 As to the Seventh Cause of Action for Derivative Failure to Timely Furnish

14 Accurate Itemized Wage Statements:

15 (20) For recovery as authorized by Labor Code § 226(e);

16 (21) For an award of costs and reasonable attorneys' fees under Labor Code §§
17 226(e)/(g);

18 As to the Eighth Cause of Action for Violations of Labor Code §§ 201-202:

19 (22) For recovery as authorized by Labor Code § 203;

20 As to the Ninth Cause of Action for Penalties Under Labor Code § 2699:

21 (23) For recovery as authorized by Labor Code § 203;

22 (24) As applicable, for civil penalties under Labor Code § 2699(f), in addition to and
23 entirely independent and apart from other penalties in the Labor Code and for Labor Code
24 violations without a specific civil penalty, in the amount of \$100 for each aggrieved employee per
25 pay period for each violation, and \$200 for each aggrieved employee per pay period for each
26 subsequent violation.

27 (25) As applicable, for civil penalties under Labor Code § 558, in addition to and entirely
28 independent and apart from other penalties in the Labor Code, as follows:

- 1 a. For any initial violation, fifty dollars (\$50) for each aggrieved underpaid
2 employee for each pay period for which the employee was underpaid; and
3 b. For each subsequent violation, one hundred dollars (\$100) for each
4 aggrieved underpaid employee for each pay period for which the employee
5 was underpaid.

6 (26) As applicable, for civil penalties under Labor Code § 1197.1, in addition to and
7 entirely independent and apart from other penalties in the Labor Code, as follows:

- 8 a. For any initial violation that is intentionally committed, \$100 for each
9 aggrieved underpaid employee for each pay period for which the employee
10 was underpaid; and
11 b. For each subsequent violation, regardless of whether the initial violation is
12 intentionally committed, \$250 for each aggrieved underpaid employee for
13 each pay period for which the employee was underpaid;

14 (27) As applicable, for civil penalties under Labor Code § 210, in addition to and entirely
15 independent and apart from other penalties in the Labor Code, in the amount of \$100 for each
16 aggrieved employee per pay period for each violation, and \$200 for each aggrieved employee per
17 pay period for each subsequent violation.

18 (28) As applicable, for civil penalties under Labor Code § 226.3, in addition to and
19 entirely independent and apart from other penalties in the Labor Code, in the amount of \$250 for
20 each aggrieved employee per pay period for each violation, and \$1,000 for each aggrieved
21 employee per pay period for each subsequent violation.

22 (29) As applicable, for reasonable attorneys' fees and costs incurred under Labor Code
23 § 2699(g)(1) and any other applicable statute; and

24 (30) For such relief as this Court may deem just and proper;

25 As to the Tenth Cause of Action for Unfair Business Practices:

26 (31) For an accounting, under administration of Plaintiff and/or the receiver and subject
27 to Court review, to determine the amount to be returned by Defendants, and the amounts to be
28 refunded to members of the Classes who are owed monies by Defendants;

1 (32) For an Order requiring Defendants to identify each of the members of the Classes
2 by name, home address, home telephone number and, if available, email address;

3 (33) For an Order requiring Defendants to make full restitution and payment under
4 California law;

5 (34) For an Order for a preliminary and/or permanent injunction prohibiting Defendants
6 from engaging in the acts complained of herein;

7 (35) For the creation of an administrative process wherein each injured member of the
8 Classes may submit a claim in order to receive his/her money;

9 (36) For all other appropriate injunctive, declaratory and equitable relief;

10 (37) For interest to the extent permitted by law;

11 (38) For an award of attorneys' fees and costs incurred in the investigation, filing and
12 prosecution of this action under Code of Civil Procedure § 1021.5, Business & Professions Code
13 §§ 17200, et seq., Labor Code § 1194 and/or any other applicable provision of law;

14 As to All Causes of Action:

15 (39) For such relief as this Court may deem just and proper, including reasonable
16 attorneys' fees and costs incurred.

17 **DEMAND FOR JURY TRIAL**

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

19
20 Dated: June 15, 2026

D.LAW, INC.

21
22 By: Arsiné Grigoryan
23 Arsiné Grigoryan, Esq.
24 Aram Boyadjian, Esq.

25 *Attorneys for Plaintiff*
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STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I, the undersigned, am over the age of 18 years and not a party to this action. My business address is 250 N. Madison Ave, 2nd Floor, Pasadena, California 91101, which is located in Los Angeles County, where the service herein occurred.

On the date of execution hereof, I caused to be served the following attached document/s:

FIRST AMENDED COMPLAINT

on the interested parties in this action, addressed as follows:

Attorneys for Defendant Ed Wittmeier Ford, Inc., Wittmeier, Inc., Wittmeier Honda, Inc.:

Christian J. Scali, Esq. (SBN 193785)
Jennifer W. Burns, Esq. (SBN 166788)
SCALI RASMUSSEN P.C.
300 South Grand Ave., Suite 2750
Los Angeles, CA 90071
Tel: (213) 239-5622
Fax: (213) 239-5623
Email(s): cscalilaw@scalilaw.com, jburns@scalilaw.com

using the following service method(s):

X VIA ELECTRONIC MAIL: Service by electronic mail to parties who have already appeared in this post-January 1, 2019 proceeding was made pursuant to the procedures specified in California Code of Civil Procedure § 1010.6(b). The electronic mail was sent to electronic service address(es) that has/have been previously confirmed by email.

I declare under penalty of perjury under the laws of the United States of America and the State of California that the foregoing is true and correct.

Executed on **June 15, 2026**, at Pasadena, California.


Brent Insua