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Case #23CV426564
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Attorneys for Plaintiff Lamont Nicholson
on behalf of herself and others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

LAMONT NICHOLSON, an individual on
behalf of himself and all others similarly
situated,

Plaintiff,

vs.

BILL WILSON CENTER, a California non-
profit organization; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: 23CV426564

CLASS ACTION

Assigned for All Purposes To:
Hon. Theodore C. Zaynor
Dept.: 19

**JOINT STIPULATION FOR LEAVE TO
FILE FIRST AMENDED COMPLAINT**

1 Plaintiff Lamont Nicholson (“Plaintiff”), on behalf of herself and all other similarly
2 situated employees of Defendant Bill Wilson Center (“Defendant”) (collectively, “the parties”),
3 and Defendant, by and through their counsel of record, respectfully submit this Joint Stipulation
4 For Leave to File First Amended Complaint, in the form attached at **Exhibit A**.

5 1. Plaintiff filed her Class Action Complaint on **November 30, 2023** in Santa Clara
6 County alleging eleven causes of action against Defendant for (1) Failure to Pay Minimum
7 Wages; (2) Failure to Pay Wages and Overtime Under Labor Code § 510; (3) Meal Period
8 Liability Under Labor Code § 226.7; (4) Rest Break Liability Under Labor Code § 226.7; (5)
9 Violation of Labor Code § 226(a); (6) Violation of Labor Code § 203; (7) Violation of Labor Code
10 § 204; (8) Failure to Keep Required Payroll Records under Labor Code § 1174 and 1174.5; (9)
11 Failure to Reimburse Necessary Business Expenses under Labor Code § 2802; and (10) Violation
12 of Business and Professions Code § 17200 *et seq.*;

13 2. Plaintiff provided a PAGA Notice Letter dated to the LWDA and Defendant
14 regarding her intention to commence an eleventh and twelfth claim as an action under Labor Code
15 §246, and the Private Attorneys General Act of 2004, California Labor Code § 2698 *et. seq.*
16 (“PAGA”), the LWDA did not respond indicating an intention to conduct its own investigation
17 within the statutory period, and Plaintiff is therefore entitled to file a First Amended Class Action
18 Complaint commencing a ninth cause of action for PAGA penalties under Labor Code §§ 2698 *et*
19 *seq.*;

20 3. Plaintiff desires to file the First Amended Complaint attached as **Exhibit A** to this
21 Joint Stipulation, which amends the original Complaint to add the PAGA claim after the requisite
22 notice period has passed;

23 4. Upon review of the proposed First Amended Complaint at **Exhibit A**, including the
24 changes made from the original Complaint, Defendant does not oppose the filing of the First
25 Amended Complaint; and

26 5. The Parties agree that, notwithstanding Defendant’s agreement to the filing of the
27 First Amended Complaint, Defendant is not admitting to the merits of the articulated claims
28 therein and reserves all rights to challenge them to the full extent permissible under relevant

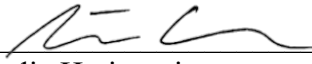
1 California and federal authority in any responsive pleading or other motion.

2 **THEREFORE**, the parties hereby stipulate to Plaintiff's filing of the First Amended
3 Complaint attached as **Exhibit A**, and respectfully request that the Court enter the concurrently
4 filed [Proposed] Order granting Plaintiff Leave to File the First Amended Complaint in the form
5 provided. The Parties agree that the First Amended Complaint shall be deemed filed as of May 8,
6 2026.

7 **IT IS SO STIPULATED.**

8
9 DATED: May 8, 2026

D.LAW, INC.

10
11 By 
12 Natalie Haritounian
13 Matthew Carraher
14 Attorneys for Plaintiff Lamont Nicholson
and all others similarly situated

15 DATED: May 8, 2026

FARBSTIEN & BLACKMAN

16
17 By /s/ Ramsey F. Kavar
18 Ramsey F. Kavar
19 Attorneys for Defendant
20 BILL WILSON CENTER
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EXHIBIT A

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Attorneys for Plaintiff LAMONT NICHOLSON,
on behalf of himself and others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
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Case No.: 23CV426564

CLASS ACTION

Assigned for All Purposes To:
Hon. Theodore C. Zaynor
Dept.: 19

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
9. Failure to Reimburse Necessary Business Expenses § 2802; and
10. Violation of Labor Code § 246;
11. Violation of Business & Professions Code § 17200 *et seq.*
12. Penalties under PAGA Labor Code § 2698

DEMAND FOR JURY TRIAL

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1 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
2 some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend
3 this Complaint to reflect the true names and capacities of the Defendants designated herein as
4 Does 1 through 50 when their identities become known.

5 7. Plaintiff is informed and believes and thereon alleges that each Defendant acted in
6 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
7 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
8 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
9 all respects as the employers or joint employers of Class Members. Defendants, and each of them,
10 exercised control over the wages, hours or working conditions of Class Members, or suffered or
11 permitted Class Members to work, or engaged, thereby creating a common law employment
12 relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly
13 employed Class Members.

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

17 9. Whenever and wherever reference is made to individuals who are not named as a
18 Defendant in this Complaint but were agents, servants, employees and/or supervisors of
19 Defendants, such individuals at all relevant times acted on behalf of Defendants within the scope
20 of their employment.

21 **JURISDICTION AND VENUE**

22 10. This Court has jurisdiction over this Action pursuant to California Code of Civil
23 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
24 as a Class Action on behalf of similarly situated Class Members of Defendants pursuant to
25 California Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial
26 district pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief,
27 the obligations and liabilities giving rise to this lawsuit occurred in part in Santa Clara County.
28 Defendants maintain and operate facilities in Santa Clara County and employs Plaintiff and other

Class Members in Santa Clara County, while doing business throughout California.

FACTUAL BACKGROUND

11. Class Members consistently worked at Defendants behest without being paid all wages due. Class Members were either not paid by Defendants for all hours worked or were not paid at the appropriate minimum, regular and overtime rates. Plaintiff also contends that Defendants failed to pay Class Members all wages due and owing, including by requiring off the clock work, unlawfully rounding, failing to provide meal and rest breaks, failing to furnish accurate wage statements, failing to timely pay wages including final wages, failing to maintain accurate records, and failing to reimburse necessary business expenses all in violation of various provisions of the California Labor Code and applicable Wage Orders.

12. During the course of Class Members' employment with Defendants, they were not paid all wages they were owed, including for all work performed resulting in off the clock work. Defendants required Class Members to perform pre-shift and post-shift off the clock work. For instance, Defendants implemented an unlawful time-rounding policy and practice which rounded down and reduced the actual working hours recorded by Plaintiff and Class Members, and upon which their pay was based, and generally did so to the detriment of the Plaintiff and Class Members, and these unlawfully rounded time entries were inputted into Defendants' payroll system from which wage statements and payroll checks were created. Defendants did so with the ostensible intent of paying Plaintiff and Class members only for the hours they were scheduled to work, rather than the hours they were actually under Defendants' control. Plaintiff contends this policy is not neutral and results, over time, to the detriment of the Plaintiff and Class members by systematically undercompensating them. This effectively required that Class Members work off-the-clock.

13. By implementing policies, programs, practices, procedures and protocols which resulted in off the clock work and unlawful rounding, Defendants' willful actions resulted in the systematic underpayment of wages to Class Members, including underpayment of overtime pay to Class Members over the relevant time period. For example, the above described off the clock work addressed above caused Plaintiff to begin receiving overtime pay later than they should have.

1 14. As a result of the above-described requirements to work off the clock, unlawful
2 rounding, and the other wage violations they endured at Defendants' hands, Class Members were
3 not properly paid all wages earned and all wages owed to them by Defendants, including when
4 working more than eight (8) hours in any given day and/or more than forty (40) hours in any given
5 week.

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

13 16. Therefore, from at least four (4) years prior to the filing of this lawsuit and
14 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
15 Members for all hours worked, and failing to pay minimum wages for all time worked, as required
16 by California law. Defendants thus failed to pay Class Members at least minimum wages for all
17 the time they worked for Defendants in violation of the Labor Code and applicable IWC Wage
18 Orders as the actual times when Class Members were under the control and direction of
19 Defendants was under reported in the hours reflected on the timekeeping records. Furthermore,
20 Defendants' willful actions resulted in the systematic underpayment of wages to Class Members,
21 including underpayment of overtime pay to Class Members over a period of time.

22 17. Therefore, from at least four (4) years prior to the filing of this lawsuit and
23 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
24 Members for all hours worked. Also, from at least four (4) years prior to the filing of this lawsuit
25 and continuing to the present, Defendants also had a consistent policy or practice of failing to pay
26 Class Members their true and correct overtime compensation at premium overtime rates for all
27 hours worked in excess of eight (8) hours a day and/or forty (40) hours a week, and double-time
28 rates for all hours worked in excess of twelve (12) hours a day, in violation of Labor Code § 510

1 and the corresponding sections of IWC Wage Orders.

2 18. Additionally, Defendants failed to provide all the legally required unpaid, off-duty
3 meal periods and all the legally required paid, off-duty rest periods to Class Members, as required
4 by the applicable Wage Order and Labor Code. Class Members were required to perform work as
5 ordered by Defendants for more than five (5) hours during a shift but were often required to do so
6 without receiving a lawful and timely meal break. In addition to untimely meal periods,
7 Defendants also required Class Members to respond to work demands. Defendants placed their
8 needs over Class Members lawful meal and rest breaks and this resulted in Class Members often
9 having to work through their scheduled meal and/or rest breaks, or otherwise taking shortened
10 ones, because the demands of the job would not avail them the opportunity to take a lawfully
11 uninterrupted and off duty meal and/or rest break. Additionally, to the extent Class Members
12 attempted to take a break, they were prohibited from leaving the premises.

13 19. On the occasions when Class Members worked over 10 hours in a shift, Defendants
14 also failed to provide them with a second, uninterrupted, timely and duty-free meal period. As a
15 result, Defendants' failure to provide Class Members with all legally required off-duty, unpaid
16 meal periods and all the legally required off-duty, paid rest periods is and will be evidenced by
17 Defendants' business records, or lack thereof. Defendants also failed to pay Class Members
18 "premium pay," i.e. one hour of wages at each Class Member's effective hourly rate of pay, for
19 each meal period or rest break that Defendants failed to provide or deficiently provided.

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

27 21. Meal period violations thus occurred in one or more of the following manners:

28 (a) Class Members were not provided full thirty-minute duty free meal periods

1 for work days in excess of five (5) hours and were not compensated one (1)
2 hour's wages in lieu thereof, all in violation of, among others, Labor Code
3 §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
4 Order(s);

5 (b) Class Members were not provided second full thirty-minute duty free meal
6 periods for work days in excess of ten (10) hours;

7 (c) Class Members were required to work through at least part of their daily
8 meal period(s);

9 (d) Meal periods were provided after five (5) hours of continuous work during
10 a shift; and

11 (e) Class Members were restricted in their ability to take a full thirty-minute
12 meal period.

13 (f) Class Members were required to remain on the premises for rest periods,
14 and were not allowed to leave.

15 22. Class Members were also not authorized and permitted to take lawful rest periods,
16 were systematically required by Defendants to work through or during breaks and were not
17 provided with one (1) hour's wages in lieu thereof. Class Members were restricted in their ability
18 to take their full ten (10) minutes net rest time or were otherwise not provided with duty-free rest
19 periods. Therefore, from at least four years prior to the filing of this lawsuit and continuing to the
20 present, Defendants have consistently failed to provide Class Members with paid rest breaks of not
21 less than ten minutes for every work period of four or more consecutive hours; or major fraction
22 thereof, nor did Defendant pay Class Members premium pay for each day on which requisite rest
23 breaks were not provided or were deficiently provided.

24 23. Rest period violations therefore arose in one or more of the following manners:

25 (a) Class Members were required to work without being provided a minimum
26 ten (10) minute rest period for every four (4) hours or major fraction
27 thereof worked and were not compensated one (1) hour of pay at their
28 regular rate of compensation for each workday that a rest period was not

provided;

(b) Class Members were not authorized and permitted to take timely rest periods for every four hours worked, or major fraction thereof; and

(c) Class Members were required to remain on-duty during rest periods or otherwise had their rest periods interrupted by work demands.

(d) Class Members were required to remain on the premises for rest periods, and were not allowed to leave.

24. Defendants also consistently failed to issue accurate itemized wage statements as required by Labor Code § 226(a). Specifically, the wage statements given to Class Members failed to accurately account for unpaid wages and overtime because their actual hours worked were under-reported due to off the clock work and unlawful rounding. Additionally, the wage statements given to Class Members failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

25. From at least four (4) years prior to filing this lawsuit and continuing to the present, Defendants have thus also had a consistent policy of failing to pay all wages owed to Class Members at the time of their termination of within seventy-two (72) hours of their resignation, as required by California wage-and-hour laws. Specifically, Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked and required off the clock work and due to unlawful rounding. Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the required time was willful within the meaning of Labor Code § 203.

a. Additionally, from at least four (4) years prior to the filing of this lawsuit and continuing to the present, Defendants have regularly required Plaintiff to incur business expenses in the course of performing his required job duties for Defendants including for cell phone expenses. Plaintiff was required to use his cell phone to communicate with supervisors and track his hours. Upon information and belief, Class Members incurred similar costs. These expenses incurred by Class Members were necessary and required of them in performing their assigned job

1 duties, but Defendants failed to reimburse Class Members for all such necessary expenditures,
2 thus entitling them to reimbursement according to proof as required under Labor Code § 2802 and
3 the applicable provisions of the IWC Wage Orders.

4 26. Defendants also violated California Labor Code § 246 by not providing all required
5 paid sick days to Plaintiffs and the aggrieved employees. Labor Code § 246 provides that an
6 Employee who “works in California for the same employer for 30 or more days within a year from
7 the commencement of employment is entitled to paid sick days as specified in this section.”
8 Defendants failed to provide Plaintiffs and the other similarly Aggrieved Employees with all their
9 required and earned sick days, in violation of Labor Code § 246. Additionally and upon
10 information and belief, Defendants have failed to provide COVID-19 supplemental sick leave to
11 the Class members during the relevant time period, including by failing to provide two work
12 weeks of COVID-19 supplemental paid sick leave as required under Labor Code §§ 248.1 and
13 248.2 and including damages and penalties as these sections are enforced through Labor Code §
14 248.5, which requires that: “If paid sick days were unlawfully withheld, the dollar amount of paid
15 sick days withheld from the employee multiplied by three, or two hundred fifty dollars (\$250),
16 whichever amount is greater, but not to exceed an aggregate penalty of four thousand dollars
17 (\$4,000), shall be included in the administrative penalty.” Plaintiffs accordingly seek this relief
18 available for Defendants’ failure to provide Employees with all their required and earned sick days
19 and all their COVID-19 supplemental sick leave in violation of Labor Code §§ 246, 248.1, 248.2,
20 and the civil and statutory penalties available and applicable under Labor Code §§ 246, 248.1,
21 248.2, 248.5, 558, 1194.2, 1197.1, 1198, 1199, and 2699(f)(2), and also for attorneys’ fees and
22 costs pursuant to Labor Code § 2699(g)(1).

23 27. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to,
24 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 248, 510, 512, 558,
25 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698 *et seq.* and California
26 Code of Regulations, Title 8, section 11000 *et seq.*

27 28. Furthermore, pursuant to Business and Professions Code §§ 17200-17208, Plaintiff
28 and the Class Members seek injunctive relief, restitution, and disgorgement of all benefits

Defendants have enjoyed from their violations of Labor Code and the other unfair, unlawful, or fraudulent practices alleged in this Complaint.

CLASS ALLEGATIONS

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

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

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

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

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

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

f. Subclass 6. Termination Pay Subclass. All Class Members who, within the applicable limitations period, either voluntarily or involuntarily separated from their employment and were subject to Defendants' policy and/or practice of failing to timely pay wages upon termination.

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

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

by California wage-and-hour laws.

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

j. Subclass 10. Sick Days Subclass. All Class Members who, within the applicable limitations period, were not paid for their sick days.

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

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

31. Defendants, as a matter of company policy, practice and procedure, and in violation of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order requirements, and the applicable provisions of California law, intentionally, knowingly, and willfully, engaged in a practice whereby Defendants failed to correctly calculate compensation for the time worked by Class Members, even though Defendants enjoyed the benefit of this work, required Class Members to perform this work and permitted or suffered to permit this work. Defendants have uniformly denied these Class Members wages to which these employees are entitled and failed to provide meal periods or authorize and permit rest periods, in order to unfairly cheat the competition and unlawfully profit.

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

A. Numerosity

33. The potential members of the class as defined are so numerous that joinder of all the member of the class is impracticable. While the precise number of class member has not been

1 determined at this time, Plaintiff is informed and believes that Defendants employ or, during the
2 time period relevant to this lawsuit, hundreds of employees who satisfy the Class definition within
3 the State of California.

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

7 **B. Commonality**

8 35. There are questions of law and fact common to the Class that predominates over
9 any questions affecting only individual Class Members. These common questions of law and fact
10 include:

- 11 a. Whether Defendants failed to pay Class Members minimum wages;
- 12 b. Whether Defendants failed to pay Class Members wages for all hours worked;
- 13 c. Whether Defendants failed to pay Class Members overtime as required under Labor
14 Code § 510;
- 15 d. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable
16 IWC Wage Orders, by failing to provide Class Members with requisite meal
17 periods or premium pay in lieu thereof;
- 18 e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage
19 Orders, by failing to authorize and permit Class Members to take requisite rest
20 breaks or provide premium pay in lieu thereof;
- 21 f. Whether Defendants violated Labor Code § 226(a) by providing Class Members
22 with inaccurate wage statements;
- 23 g. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay
24 wages and compensation due and owing at the time of termination of employment;
- 25 h. Whether Defendants' conduct was willful;
- 26 i. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage
27 Orders by failing to maintain accurate records of Class Members' earned wages and
28 work periods;

- j. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- k. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- l. Whether Defendants violated Labor Code § 2802 by failing to reimburse all necessary business expenses Defendants required them to incur in performing their job duties;
- m. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- n. Whether Class Members are entitled to equitable relief pursuant to Business and Professions Code § 17200 *et seq.*

C. Typicality

36. The claims of the named plaintiff is typical of those of Class Members. The Class Members all sustained injuries and damages arising out of and caused by Defendants' common course of conduct in violation of statutes, as well as regulations that have the force and effect of law, as alleged herein.

D. Adequacy of Representation

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

E. Superiority of Class Action

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

39. As to the issues raised in this case, a class action is superior to all other methods for the fair and efficient adjudication of this controversy, as joinder of all Class Members is

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

11 40. Class action treatment will allow those persons similarly situated to litigate their
12 claims in the manner that is most efficient and economical for the parties and the judicial system.
13 Plaintiff is unaware of any difficulties in managing this case that should preclude class treatment.
14 Plaintiff contemplates the eventual issuance of notice to the proposed Class Members that would
15 set forth the subject and nature of the instant action. The Defendants' own business records can be
16 utilized for assistance in the preparation and issuance of the contemplated notices. To the extent
17 that any further notice is required additional media and/or mailings can be used.

18 41. Defendants, as prospective and actual employers of the Class Members, had a
19 special fiduciary duty to disclose to prospective Class Members the true facts surrounding
20 Defendants' pay practices, policies and working conditions imposed upon Class Members as well
21 as the effect of any alleged arbitration agreements that may have been forced upon them. In
22 addition, Defendants knew they possessed special knowledge about pay practices and policies,
23 most notably intentionally refusing to pay for all hours actually worked which should have been
24 recorded in Defendants' pay records and the consequence of the alleged arbitration agreements
25 and policies and practices on Class Members.

26 42. Class Members did not discover the fact that they were entitled to all pay under the
27 Labor Code until shortly before the filing of this lawsuit nor was there ever any discussion about
28 Plaintiff's and the Class' waiver of their Constitutional rights of trial by jury, right to collectively

1 organize and oppose unlawful pay practices under California law as well as obtain injunctive relief
2 preventing such practices from continuing. As a result, the applicable statutes of limitation were
3 tolled until such time as Plaintiff and the Class Members discovered their claims.

4 **FIRST CAUSE OF ACTION**
5 **FAILURE TO PAY MINIMUM WAGES**
6 **(Against All Defendants)**

7 43. Plaintiff re-alleges and incorporate all preceding paragraphs, as though set forth in
8 full herein.

9 44. Defendants failed to pay Class Members minimum wages for all hours worked.
10 Defendants had a consistent policy of misstating Class Members' time records and failing to pay
11 Class Members for all hours worked. Class Members would work hours and not receive wages,
12 including as alleged above in connection with off the clock work. During the relevant time period,
13 Defendants thus regularly failed to pay minimum wages to Class Members, to their detriment.
14 Additionally, Defendants had a consistent policy of failing to pay Class Members for hours
15 worked during alleged meal and rest periods for which Class Members were consistently denied,
16 as also addressed herein. Defendants' uniform pattern of unlawful wage and hour practices
17 manifested, without limitation, applicable to the Class as a whole, as a result of implementing a
18 uniform policy and practice that denied accurate compensation to Class Members as to minimum
19 wage pay. Defendants implemented an unlawful time-rounding policy and practice which rounded
20 down and reduced the actual working hours recorded by Plaintiff and Class Members, and upon
21 which their pay was based, and generally did so to the detriment of the Plaintiff and Class
22 Members, and these unlawfully rounded time entries were inputted into Defendants' payroll
23 system from which wage statements and payroll checks were created. In California, employees
24 must be paid at least the then applicable state minimum wage for all hours worked. (IWC Wage
25 Order MW-2014). Additionally, pursuant to California Labor Code § 204, other applicable laws
26 and regulations, and public policy, an employer must timely pay its employees for all hours
27 worked. Defendants failed to do so.

28 45. California Labor Code § 1197, entitled "Pay of Less Than Minimum Wage" states:

1 “The minimum wage for employees fixed by the commission is the minimum wage to be paid to
2 employees, and the payment of a less wage than the minimum so fixed is unlawful.”

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

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

11 48. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
12 incorporates the applicable Wage Order of the California Industrial Welfare Commission. Also,
13 California Labor Code §§ 1194, 1197, 1197.1 and those Industrial Welfare Commission Wage
14 Orders entitle non-exempt employees to an amount equal to or greater than the minimum wage for
15 all hours worked. All hours must be paid at the statutory or agreed rate and no part of this rate may
16 be used as a credit against a minimum wage obligation.

17 49. In committing these violations of the California Labor Code, Defendants
18 inaccurately recorded actual hours worked, or calculated the correct time worked and
19 consequently underpaid the actual time worked by Class Members. Defendants acted in an illegal
20 attempt to avoid the payment of all earned wages, and other benefits in violation of the California
21 Labor Code, the Industrial Welfare Commission requirements and other applicable laws and
22 regulations. As a result of these violations, Defendant also failed to timely pay all wages earned in
23 accordance with California Labor Code § 1194.

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

28 51. In addition to restitution for all unpaid wages, pursuant to California Labor Code §

1 1197.1, Class Members are entitled to recover a penalty of \$100.00 for the initial failure to timely
2 pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each
3 employee minimum wages.

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

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

9 54. Wherefore, Class Members are entitled to recover the unpaid minimum wages
10 (including double minimum wages), liquidated damages in an amount equal to the minimum
11 wages unlawfully unpaid, interest thereon and reasonable attorney's fees and costs of suit pursuant
12 to California Labor Code § 1194(a). Plaintiff and the other members of the Class further request
13 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the
14 assessment of any statutory penalties against Defendants, in a sum as provided by the California
15 Labor Code, including § 558, and/or other applicable statutes.

16
17 **SECOND CAUSE OF ACTION**

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

19 **(Against All Defendants)**

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

22 56. California Labor Code § 1194 provides that "any employee receiving less than the
23 legal minimum wage or the legal overtime compensation applicable to the employee is entitled to
24 recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime
25 compensation, including interest thereon, reasonable attorney's fees, and costs of suit." The action
26 may be maintained directly against the employer in an employee's name without first filing a
27 claim with the Division of Labor Standards and Enforcement.

28 57. By their conduct, as set forth herein, Defendants violated California Labor Code §
510 (and the relevant orders of the Industrial Welfare Commission) by failing to pay Class

1 Members: (a) time and one-half their regular hourly rates for hours worked in excess of eight (8)
2 hours in a workday or in excess of forty (40) hours in any workweek or for the first eight (8) hours
3 worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for
4 hours worked in excess of twelve (12) hours in any one (1) day or for hours worked in excess of
5 eight (8) hours on any seventh day of work in a workweek.

6 58. Defendants had a consistent policy of not paying Class Members wages for all
7 hours worked, including by requiring work off the clock. Defendants implemented an unlawful
8 time-rounding policy and practice which rounded down and reduced the actual working hours
9 recorded by Plaintiff and Class Members, and upon which their pay was based, and generally did
10 so to the detriment of the Plaintiff and Class Members, and these unlawfully rounded time entries
11 were inputted into Defendants' payroll system from which wage statements and payroll checks
12 were created. Defendants, and each of them, have intentionally avoided paying Class Members all
13 earned and owed straight time and overtime wages and other benefits, in violation of the
14 California Labor Code, the California Code of Regulations and the IWC Wage Orders and
15 guidelines set forth by the Division of Labor Standards and Enforcement. Defendants have also
16 violated these provisions by requiring Class Members to work through portions of their meal
17 period. Therefore, Class Members were not properly compensated, nor were they paid overtime
18 rates for hours worked in excess of eight hours in a given day, and/or forty hours in a given week.

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

22 60. Additionally, Labor Code § 558(a) provides "any employer or other person acting
23 on behalf of an employer who violates, or causes to be violated, a section of this chapter or any
24 provisions regulating hours and days of work in any order of the IWC shall be subject to a civil
25 penalty as follows: (1) For any violation, fifty dollars (\$50) for each underpaid employee for each
26 pay period for which the employee was underpaid in addition to an amount sufficient to recover
27 underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each
28 underpaid employee for each pay period for which the employee was underpaid in addition to an

1 amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall
2 be paid to the affected employee.” Labor Code § 558(c) states, “the civil penalties provided for in
3 this section are in addition to any other civil or criminal penalty provided by law.” Defendants
4 have violated provisions of the Labor Code regulating hours and days of work as well as the IWC
5 Wage Orders. Accordingly, Plaintiff and the Class Members seek the remedies set forth in Labor
6 Code § 558.

7 61. Defendants’ failure to pay compensation in a timely fashion also constituted a
8 violation of California Labor Code § 204, which requires that all wages shall be paid
9 semimonthly. From four (4) years prior to the filing of this lawsuit to the present, in direct
10 violation of that provision of the California Labor Code, Defendants have failed to pay all wages
11 and overtime compensation earned by Class Members. Each such failure to make a timely
12 payment of compensation to Class Members constitutes a separate violation of California Labor
13 Code § 204.

14 62. Class Members have been damaged by these violations of California Labor Code
15 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

16 63. Consequently, pursuant to the California Labor Code, including Labor Code §§
17 204, 510, 558, and 1194, and the applicable IWC Wage Order, paragraph 3(A) and 4(B),
18 Defendants are liable to Class Members for the full amount of all their unpaid wages and overtime
19 compensation, with interest, plus their reasonable attorneys’ fees and costs, as well as the
20 assessment of any statutory penalties against Defendants, and each of them, and any additional
21 sums as provided by the Labor Code and/or other statutes.

22 **THIRD CAUSE OF ACTION**

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

24 **(Against All Defendants)**

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

27 65. Class Members regularly worked shifts greater than five (5) hours and in some
28 instances, greater than ten (10) hours. Pursuant to Labor Code § 512 an employer may not employ

1 someone for a shift of more than five (5) hours without providing him or her with a meal period of
2 not less than thirty (30) minutes or for a shift of more than ten (10) hours without providing him or
3 her with a second meal period of not less than thirty (30) minutes.

4 66. Defendants failed to provide Class Members with meal periods as required under
5 the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this
6 resulted in Class Members consistently having to work through their scheduled meal breaks
7 because the demands of the job would not avail them the opportunity to take a lawfully
8 uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions
9 when Class Members worked more than ten (10) hours in a given shift, they did so without
10 receiving a second uninterrupted thirty (30) minute meal period as required by law.

11 67. Defendants thus failed to provide Class Members with meal periods as required by
12 the Labor Code, including by not providing them with the opportunity to take meal breaks, by
13 providing them late or for less than thirty (30) minutes, by requiring them to perform work during
14 breaks, or not allowing Class Members to leave the premises during a meal period.

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

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

27 **FOURTH CAUSE OF ACTION**

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

(Against All Defendants)

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

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

72. Class Members consistently worked consecutive four (4) hour shifts and were generally scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to authorize and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC Wage Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants placed their needs over Class Members lawful rest breaks and this resulted in Class Members consistently having to work through their scheduled rest breaks because the demands of the job would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break. Additionally, to the extent Class Members attempted to take a break, they were prohibited from leaving the premises. Thus, Class Members were consistently denied of their rest breaks.

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

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

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

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

6 **FIFTH CAUSE OF ACTION**
7 **VIOLATION OF LABOR CODE § 226(a)**
8 **(Against All Defendants)**

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

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

18 79. Defendants failed to provide Class Members with accurate itemized wage
19 statements in writing, as required by the Labor Code. Specifically, the wage statements given to
20 Class Members failed to accurately account for unpaid wages and overtime because their actual
21 hours worked were under-reported due to off the clock work and unlawful rounding. Additionally,
22 the wage statements given to Class Members failed to accurately account for premium pay for
23 deficiently provided meal periods and rest breaks.

24 80. Throughout the liability period, Defendants intentionally failed to furnish to Class
25 Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages
26 earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any
27 applicable piece rate paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the
28 inclusive dates of the period for which the employee is paid, (7) the name of the employee and

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

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

22 82. Therefore, as a direct and proximate cause of Defendants' violation of Labor Code
23 § 226(a), Class Members suffered injuries, including among other things confusion over whether
24 they received all wages owed them, the difficulty and expense involved in reconstructing pay
25 records, and forcing them to make mathematical computations to analyze whether the wages paid
26 in fact compensated them correctly for all hours worked.

27 83. Pursuant to Labor Code §§ 226(a) and 226(e) and 1174, and the applicable IWC
28 Wage Order, paragraph 7(B), Class Members are entitled to recover the greater of all actual

1 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one
2 hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an aggregate
3 penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and
4 reasonable attorneys' fees.

5 **SIXTH CAUSE OF ACTION**
6 **VIOLATION OF LABOR CODE § 203**
7 **(Against All Defendants)**

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

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

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

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

16 88. Defendants failed to pay Class Members without abatement, all wages as defined
17 by applicable California law. Specifically, Class Members were not paid all regular and overtime
18 wages because Defendants failed to pay for all hours worked and required off the clock work and
19 due to unlawful rounding. Additionally, Defendants failed to pay premium wages owed for
20 unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants'
21 failure to pay said wages within the required time was willful within the meaning of Labor Code §
22 203.

23 89. Defendants' failure to pay wages, as alleged entitles these Class Members to
24 penalties under Labor Code § 203, which provides that an employee's wages shall continue until
25 paid for up to thirty (30) days from the date they were due.

26 ///

27 ///

28 ///

SEVENTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 204
(Against All Defendants)

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

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

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

93. Defendants thus violated Labor Code § 204 by systematically refusing to pay wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the

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

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

13 **EIGHTH CAUSE OF ACTION**

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

16 **(Against All Defendants)**

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

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

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

27 98. Accordingly, Defendants are liable for civil penalties pursuant to the California
28 Labor Code § 1174.5 for the three (3) years prior to the filing of this Complaint.

1 **NINTH CAUSE OF ACTION**

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

3 **(Against All Defendants)**

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

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

9 101. Defendants have regularly required Plaintiff to incur business expenses in the course
10 of performing his required job duties for Defendants including for cell phone expenses. Plaintiff
11 was required to use his cell phone to communicate with supervisors and clock in for his shifts. Upon
12 information and belief, Class Members incurred similar costs. These expenses incurred by Class
13 Members were necessary and required of them in performing their assigned job duties, but
14 Defendants failed to reimburse Class Members for all such necessary expenditures. Class Members
15 were not reimbursed for those lawful and necessary work related expenses or losses incurred in
16 direct discharge of their job duties during employment with Defendants and at the direction of the
17 Defendants pursuant to Labor Code § 2802(a) and the applicable IWC Wage Orders, paragraph 9.

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

21 **TENTH CAUSE OF ACTION**

22 **VIOLATION OF LABOR CODE § 246**

23 **(Against All Defendants)**

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

26 b. Labor Code Section 246(i) requires that employers notify employees each pay
27 period of the paid sick leave they have available for use. Pursuant to Labor Code §246(i), "An
28 employer shall provide an employee with written notice that sets forth the amount of paid sick

1 leave available, or paid time off leave an employer provides in lieu of sick leave, for use on either
2 the employee's itemized wage statement described in Section 226 or in a separate writing provided
3 on the designated pay date with the employee's payment of wages. If an employer provides
4 unlimited paid sick leave or unlimited paid time off to an employee, the employer may satisfy this
5 section by indicating on the notice or the employee's itemized wage statement 'unlimited.'"

6 c. Defendants failed to provide required California paid sick days and further failed to
7 distribute and maintain required documentation concerning how many sick days were available, in
8 violation of Labor Code §§246, 246(a), 246(b)(1), and 247.5.

9 d. Plaintiff now seeks damages pursuant to §§248.5 and 2698 *et seq.*

10 **ELEVENTH CAUSE OF ACTION**

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

12 **(Against All Defendants)**

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

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

20 105. Plaintiff is a "person" within the meaning of Business & Professions Code
21 § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive
22 relief, restitution, and other appropriate equitable relief.

23 106. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
24 business practices. By the conduct alleged herein, Defendants' practices were deceptive and
25 fraudulent in that Defendants' policy and practice failed to provide the required amount of
26 compensation for missed meal and rest breaks, and failed to adequately compensate Class
27 Members for all hours worked, due to systematic business practices as alleged herein that cannot
28 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission

1 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
2 which this Court should issue injunctive and equitable relief, pursuant to California Business &
3 Professions Code § 17203, including restitution of wages wrongfully withheld.

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

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

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

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

23 111. By the conduct alleged herein, Defendants have engaged and continue to engage in
24 a business practice which violates California and federal law, including but not limited to, the
25 applicable Industrial Wage Order(s), the California Code of Regulations, and the California Labor
26 Code including Sections 203, 204, 226, 226.7, 512, 1194, 1197, and 1198, for which this Court
27 should issue declaratory and other equitable relief pursuant to California Business & Professions
28 Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair

1 competition, including restitution of wages wrongfully withheld.

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

4 113. Unless restrained by this Court Defendants will continue to engage in such
5 unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court
6 should make such orders or judgments, including the appointment of a receiver, as may be
7 necessary to prevent the use by Defendants or their agents or employees of any unlawful or
8 deceptive practice prohibited by the Business & Professions Code, including but not limited to the
9 disgorgement of such profits as may be necessary to restore Class Members to the money
10 Defendants have unlawfully failed to pay.

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

14 1. Plaintiff realleges and incorporate all preceding paragraphs, as though set forth in
15 full herein.

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

20 3. In failing to pay Aggrieved Employees minimum wages and overtime, not
21 providing proper meal and rest periods, failing to provide accurate itemized wage statements, and
22 failing to pay Employees wages upon termination or timely upon resignation, all discussed above,
23 Defendants failed to timely pay Aggrieved Employees wages on a semimonthly basis as required
24 under Labor Code § 204. Defendants also failed to maintain records showing accurate hours
25 worked daily and the wages paid to Aggrieved Employees, as required by Labor Code § 1174 and
26 paragraph 7 of the applicable IWC Wage Orders.

27 4. As such, Employees seek wages and penalties under Labor Code §§ 2698 and 2699
28 for Defendants’ violation of Labor Code provisions included under Labor Code § 2699.5,

1 including the penalty provisions, without limitation, based, inter alia, on the following California
2 Labor Code sections: 201, 202, 203, 204, 226, 226.2, 226.7, 510, 512, 558, 1174, 1174.5, 1185,
3 1194, 1194.1, 1194.2, 1197, 1197.1, 1198, 1199, and 2698 *et seq.*

4 5. More specifically, after complying with the notice procedures of Labor Code §
5 2699.3, Plaintiff asserts, as a representative action on behalf of the California Attorney General
6 and the other similarly Aggrieved Employees, a PAGA claim for violations of the above addressed
7 underlying claims and seeking penalties as specified by the applicable corresponding provisions,
8 including as follows:

9 (a) Wage Claims: For failure to provide Plaintiff and the Aggrieved Employees all
10 earned regular pay and minimum wages for regular hours worked and for failure to pay overtime
11 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
12 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
13 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
14 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant
15 to Labor Code § 2699(g)(1);

16 (b) Meal and Rest Period Claims: For failure to provide Plaintiff and the Aggrieved
17 Employees off-duty, timely, and unpaid meal periods and failure to authorize and permit them to
18 take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under
19 Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC
20 Wage Order(s) seeking all civil and statutory penalties available and applicable, including under
21 paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512,
22 558, including sections 558(a)(1)-(3), 1199 and 2699(f)(2), and also for attorneys' fees and costs
23 pursuant to Labor Code § 2699(g)(1);

24 (c) Inaccurate Wage Statements and Failure to Maintain Records: For failure to provide
25 Plaintiff and the Aggrieved Employees with accurate, itemized wage statements and failure to
26 maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226,
27 1174, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking
28 all civil and statutory penalties and wages available and applicable under Labor Code §§ 226(e),

226.3, 558, 1174.5, 1199, and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by providing inaccurate wage statements and failing to maintain records as required under Labor Code § 226(a), Defendants committed ongoing violations giving rise to civil penalties under Labor Code §226.3, which in addition to other penalties provided by law, subjects Defendants to "a penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent citation, ...";

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

(e) Failure to Reimburse Necessary Business Expenses: For Defendants' unlawful deductions from wages and for Defendants' failure to reimburse the necessary work related expenses incurred under Labor Code §§ 221, 1197, 1197.1, 1198, and 2802, and Sections 2(K), 4, 9, and 20 of the applicable IWC Wage Order(s), seeking civil penalties available and applicable under Labor Code §§, 1197, 1197.1, 1198, 2802, 2699.5, and 2699(f)(2) and paragraph 9 and 20 of the IWC Wage Orders, and also attorneys' fees and costs pursuant to Labor Code § 2699(g)(1);

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

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

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

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

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

7. Plaintiff has exhausted her administrative remedies by sending a certified letter to the LWDA and Defendants postmarked on **March 4, 2026** addressing in detail the specific provisions of the Labor Code Defendants have violated and addressing the facts and legal theories to support the alleged violations and requested penalties. The LWDA has not provided notice of its intent to investigate the alleged violations within 65 calendar days of the postmark date of the letter, and Plaintiff adds this claim seeking penalties under the PAGA for the violations addressed herein and in the PAGA Notice letter and the original Complaint.

RELIEF REQUESTED

WHEREFORE, Plaintiff prays for the following relief:

1. For an order certifying this action as a class action;
2. For compensatory damages in the amount of the unpaid minimum wages for work

1 performed by Class Members and unpaid overtime compensation from at least four (4) years prior
2 to the filing of this action, as may be proven;

3 3. For liquidated damages in the amount equal to the unpaid minimum wage and
4 interest thereon, from at least four (4) years prior to the filing of this action, according to proof;

5 4. For compensatory damages in the amount of all unpaid wages, including overtime
6 and double-time pay, as may be proven;

7 5. For compensatory damages in the amount of the hourly wage made by Class
8 Members for each missed or deficient meal period where no premium pay was paid therefor from
9 four (4) years prior to the filing of this action, as may be proven;

10 6. For compensatory damages in the amount of the hourly wage made by Class
11 Members for each day requisite rest breaks were not provided or were deficiently provided where
12 no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as
13 may be proven;

14 7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be
15 proven;

16 8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were
17 fired in an amount equal to their daily wage times thirty (30) days, as may be proven;

18 9. For restitution and/or damages for all amounts unlawfully withheld from the wages
19 for all class members in violation of Labor Code § 204, as may be proven;

20 10. For penalties pursuant to Labor Code § 246, as may be proven;

21 11. For restitution for unfair competition pursuant to Business & Professions Code
22 § 17200 *et seq.*, including disgorgement or profits, as may be proven;

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

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

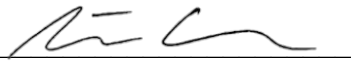
27 14. For other wages and penalties under the Labor Code as may be proven;

28 15. For all general, special, and incidental damages as may be proven;

- 1 16. For an award of pre-judgment and post-judgment interest;
2 17. For an award providing for the payment of the costs of this suit;
3 18. For an award of attorneys' fees; and
4 19. For such other and further relief as this Court may deem proper and just.

5
6 DATED: May 8, 2026

D.LAW, INC.

7
8 By: 
9 Natalie Haritounian
10 Matthew Carraher
11 Attorneys for Plaintiff LAMONT
12 NICHOLSON, and all others similarly
13 situated
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DATED: May 8, 2026

By: 
 Natalie Haritounian
 Matthew Carraher
 Attorneys for Plaintiff LAMONT
 NICHOLSON, and all others similarly
 situated