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**FILED**  
 Superior Court of California  
 County of Los Angeles  
**08/04/2026**

David W. Slayton, Executive Officer / Clerk of Court  
 By: \_\_\_\_\_ S. Drew Deputy

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

STEPHEN BURNETTE, on behalf of himself  
 and all others similarly situated,

*Plaintiff,*

v.

ARCHDIOCESE OF LOS ANGELES  
 EDUCATION & WELFARE CORPORATION,  
 a California nonprofit corporation; and DOES 1  
 to 50, inclusive,

*Defendants.*

Case No.: 26STCV10780

**CLASS ACTION**

**FIRST AMENDED COMPLAINT FOR:**

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

**DEMAND FOR JURY TRIAL**

1 Plaintiff Stephen Burnette (“Plaintiff”), an individual on behalf of himself and all others  
2 similarly situated, hereby files this Complaint against Defendant Archdiocese of Los Angeles  
3 Education & Welfare Corporation, a California nonprofit corporation, and Does 1 to 50 (collectively  
4 referred to as “Defendants”). Plaintiff is informed and believes, and on the basis of that information  
5 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 provide all legally-required meal periods;
- 28 d. Failed to authorize and permit all paid legally-required rest periods;

- e. Failed to pay all wages due to illegal time rounding;
- f. Failed to reimburse for all work-related expenses;
- g. Independently failed to timely furnish accurate itemized wage statements;
- h. Derivatively failed to timely furnish accurate itemized wage statements;
- i. Derivatively violated Labor Code §§ 201-202;
- j. Incurred penalties under Labor Code §§ 2699, *et seq.*; and
- k. Conducted unfair business practices.

## **PARTIES**

### **Plaintiff Stephen Burnette**

6. Plaintiff Stephen Burnette is an individual over the age of 18 and is now and/or at all times mentioned in this Complaint was a citizen of the State of California.

7. Plaintiff Stephen Burnette last worked for Defendants as a non-exempt employee with the position of a Long Term Substitute P.E. Teacher from approximately August of 2025 through November of 2025 in Los Angeles County, California.

8. Plaintiff Stephen Burnette seeks recovery herein from Defendants because with regard to Plaintiff Stephen Burnette, while acting for Defendants in 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 provide all legally-required meal periods;
- d. Failed to authorize and permit all paid legally-required rest periods;
- e. Failed to pay all wages due to illegal time rounding;
- f. Failed to reimburse for all work-related expenses;
- g. Independently failed to timely furnish accurate itemized wage statements;
- h. Derivatively failed to timely furnish accurate itemized wage statements;
- i. Derivatively violated Labor Code §§ 201-202;
- j. Incurred penalties under Labor Code §§ 2699, *et seq.*; and

1 k. Conducted unfair business practices.

2 **Defendant Archdiocese of Los Angeles Education & Welfare Corporation**

3 9. Defendant Archdiocese of Los Angeles Education & Welfare Corporation is now  
4 and/or at all times mentioned in this Complaint was a California corporation, and the owner and  
5 operator of an industry, business, and/or facilities licensed to do business and actually doing  
6 business in the State of California.

7 **DOES 1 TO 50, INCLUSIVE**

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

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

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

15 **ALL DEFENDANTS**

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

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

21 15. Defendants, and each of them, are now and/or at all times mentioned in this  
22 Complaint were the agents, servants, and/or employees of some or all other Defendants, and vice-  
23 versa, and in doing the things alleged in this Complaint, Defendants are now and/or at all times  
24 mentioned in this Complaint were acting within the course and scope of that agency, servitude,  
25 and/or employment.

26 16. Defendants, and each of them, are now and/or at all times mentioned in this  
27 Complaint were members of and/or engaged in a joint venture, partnership, and common  
28 enterprise, and were acting within the course and scope and in pursuance of said joint venture,

partnership, and common enterprise.

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

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

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

#### **JURISDICTION AND VENUE**

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

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

22. The California Superior Court also has jurisdiction in this matter because during their employment with Defendants, Plaintiff Stephen Burnette and the members of the putative Classes herein were all California citizens and Defendant Archdiocese of Los Angeles Education & Welfare Corporation conducted business in California. Further, there is no federal question at issue, as the issues herein are based solely on California statutes and law.

23. Venue is proper in Los Angeles County under Code of Civil Procedure § 395(a) and Code of Civil Procedure § 395.5 in that liability arose there because at least some of the transactions that are the subject matter of this Complaint occurred therein and/or each Defendant either is found, maintains offices, transacts business, and/or has an agent therein.

#### **CLASS ACTION ALLEGATIONS**

24. Code of Civil Procedure § 382 provides in pertinent part, "[W]hen the question is one of a common or general interest, of many persons, or when the parties are numerous, and it is

1 impracticable to bring them all before the court, one or more may sue or defend for the benefit of  
2 all.” Plaintiff brings this suit as a class action under Code of Civil Procedure § 382.

3 25. The putative classes Plaintiff will seek to certify are currently composed of and  
4 defined as follows:

- 5 a. All California citizens employed by Defendants as non-exempt employees  
6 during the appropriate time period who were subjected to Defendants’ policies  
7 and practices regarding the payment of straight time, minimum and/or overtime  
8 wages as specifically described herein (hereinafter, the “Wage Class”);
- 9 b. All California citizens employed by Defendants as non-exempt employees  
10 during the appropriate time period who were subjected to Defendants’ policies  
11 and practices regarding the payment of overtime wages as specifically  
12 described herein (hereinafter, the “Overtime Class”);
- 13 c. All California citizens employed by Defendants as non-exempt employees  
14 during the appropriate time period who were subjected to Defendants’ policies  
15 and practices regarding meal periods as specifically described herein  
16 (hereinafter, the “Meal Period Class”);
- 17 d. All California citizens employed by Defendants as non-exempt employees  
18 during the appropriate time period who were subjected to Defendants’ policies  
19 and practices regarding paid rest periods as specifically described herein  
20 (hereinafter, the “Rest Period Class”);
- 21 e. All California citizens employed by Defendants as non-exempt employees  
22 during the appropriate time period to whom Defendants applied a time rounding  
23 policy and practice as specifically described herein (hereinafter, the “Rounding  
24 Class”);
- 25 f. All California citizens employed by Defendants as non-exempt employees  
26 during the appropriate time period who were subjected to Defendants’ policies  
27 and practices regarding business expense reimbursement as specifically  
28 described herein (hereinafter, the “Reimbursement Class”);

- 1 g. All California citizens employed by Defendants as hourly-paid, non-exempt  
2 employees during the appropriate time period who were independently  
3 subjected to Defendants' policies and practices regarding itemized wage  
4 statements as specifically described herein (hereinafter, the "Independent Wage  
5 Statement Class");
- 6 h. All California citizens employed by Defendants as hourly-paid, non-exempt  
7 employees during the appropriate time period who were derivatively subjected  
8 to Defendants' policies and practices regarding itemized wage statements as  
9 specifically described herein (hereinafter, the "Derivative Wage Statement  
10 Class");
- 11 i. All formerly-employed California citizens employed by Defendants as non-  
12 exempt employees during the appropriate time period who were subjected to  
13 Defendants' policies and practices regarding Labor Code § 203 and the payment  
14 of final wages as specifically described herein (hereinafter, the "Derivative LC  
15 203 Class"); and
- 16 j. All California citizens employed by Defendants as non-exempt employees  
17 during the appropriate time period regarding whom Defendants have engaged  
18 in unlawful, unfair and/or fraudulent business acts or practices prohibited by  
19 Business & Professions Code §§ 17200, et seq. as specifically described herein  
20 (hereinafter, the "17200 Class").

21 26. The Wage Class, Overtime Class, Meal Period Class, Rest Period Class, Rounding  
22 Class, Reimbursement Class, Independent Wage Statement Class, Derivative Wage Statement  
23 Class, Derivative LC 203 Class, and 17200 Class are herein collectively referred to as the  
24 "Classes."

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

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1           28.   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           29.   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 30. Well-defined Community of Interest: Plaintiff also meets the established standards  
7 for class certification, as follows:

8 a. Typicality: The claims of Plaintiff Stephen Burnette are typical of the claims of  
9 all members of the Classes she 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 Stephen Burnette:

- 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 failed and continue to fail to provide legally-  
2                               required meal periods to the members of the Meal Period Class in  
3                               violation of the Labor Code and Section 11 of the IWC Wage Orders;  
4                   iv)   Whether Defendants failed and continue to fail to authorize and permit  
5                               paid legally-required rest periods to the members of the Rest Period  
6                               Class in violation of the Labor Code and Section 12 of the IWC Wage  
7                               Orders;  
8                   v)   Whether Defendants' time rounding policies and practices are illegal  
9                               with regard to the members of the Rounding Class;  
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 independently failed to timely furnish accurate,  
13                               itemized and legal wage statements to the members of the Independent  
14                               Wage Statement Class;  
15                  viii)   Whether Defendants derivatively failed to timely furnish accurate,  
16                               itemized and legal wage statements to the members of the Derivative  
17                               Wage Statement Class;  
18                  ix)   Whether Defendants are derivatively liable under Labor Code § 203 to  
19                               the members of the Derivative LC 203 Class;  
20                  x)   Whether Defendants' conduct constitutes unfair business practices  
21                               within the meaning of Business & Professions Code §§ 17200, et seq.;  
22                  xi)   Whether the members of the Classes are entitled to compensatory  
23                               damages, and if so, the means of measuring such damages;  
24                  xii)   Whether the members of the Classes are entitled to injunctive relief;  
25                  xiii)   Whether the members of the Classes are entitled to restitution; and  
26                  xiv)   Whether Defendants are liable for attorneys' fees and costs.

27               31.   Whether each member of the Classes might be required to ultimately justify an  
28 individual claim does not preclude maintenance of a class action.

**CAUSES OF ACTION**

**FIRST CAUSE OF ACTION**

**FAILURE TO PAY ALL WAGES**

**(On Behalf of the Wage Class)**

**(Against All Defendants)**

32. 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.

33. 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.

34. 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.”

35. 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 36. 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 37. Further, under Labor Code § 1197, payment of less than the minimum wage fixed  
12 by the Labor Commission is unlawful.

13 38. 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 39. 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 40. 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 time under Defendants’ control  
25 for work-related tasks without compensation. For example, Defendants required the  
26 members of the Wage Class to prepare lesson plans while off-the-clock; and, as  
27 such,

28 ///

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

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

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

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

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

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

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

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

**SECOND CAUSE OF ACTION**  
**FAILURE TO PAY ALL OVERTIME WAGES**  
**(On Behalf of the Overtime Class)**  
**(Against All Defendants)**

48. 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.

49. 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.

50. 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.”

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

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

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

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

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///

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b. Scheduled to work and in fact required Plaintiff and the members of the Overtime 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.

54. 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.

55. 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.

56. 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.

57. 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 PROVIDE ALL MEAL PERIODS

**(On Behalf of the Meal Period Class)**

**(Against All Defendants)**

58. 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.

59. 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



1 applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational  
2 Safety and Health Standards Board, or the Division of Occupational Safety and Health.”

3         60. Labor Code § 512 provides, “An employer may not employ an employee for a work  
4 period of more than five hours per day without providing the employee with a meal period of not  
5 less than 30 minutes, except that if the total work period per day of the employee is no more than  
6 six hours, the meal period may be waived by mutual consent of both the employer and employee.  
7 An employer may not employ an employee for a work period of more than 10 hours per day  
8 without providing the employee with a second meal period of not less than 30 minutes, except that  
9 if the total hours worked is no more than 12 hours, the second meal period may be waived by  
10 mutual consent of the employer and the employee only if the first meal period was not waived.”

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

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

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

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

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

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

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

8           68.     As a matter of Defendants' established company policy, Defendants failed to  
9 always comply with the meal period requirements established by Labor Code §§ 226.7, 512, and  
10 516, and Section 11 of the IWC Wage Order(s) by failing to always provide the members of the  
11 Meal Period Class with a first and in some cases a second legally compliant meal period.

12           69.     Under Section 11(D) of the IWC Wage Order(s) and Labor Code § 226.7(c) which  
13 states "If an employer fails to provide an employee a meal or rest or recovery period in accordance  
14 with a state law, including, but not limited to, an applicable statute or applicable regulation,  
15 standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health  
16 Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the  
17 employee one additional hour of pay at the employee's regular rate of compensation for each  
18 workday that the meal or rest or recovery period is not provided.," the members of the Meal Period  
19 Class are entitled to damages in an amount equal to one (1) additional hour of pay at each  
20 employee's regular rate of compensation for each work day that the meal period was not provided,  
21 in a sum to be proven at trial.

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

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1 **FOURTH CAUSE OF ACTION**

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

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

4 **(Against All Defendants)**

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

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

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

15 74. Section 12(A) of the IWC Wage Order(s) states: “Every employer shall authorize  
16 and permit all employees to take rest periods, which insofar as practicable shall be in the middle  
17 of each work period. The authorized rest period time shall be based on the total hours worked daily  
18 at the rate of 10 minutes net rest time per 4 hours or major fraction thereof. However, a rest period  
19 need not be authorized for employees whose total daily work time is less than 3½ hours.  
20 Authorized rest period time shall be counted as hours worked for which there shall be no deduction  
21 from wages.”

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

26 76. The members of the Rest Period Class sometimes worked over four hours per shift.  
27 Further, the members of the Rest Period Class sometimes worked over six hours per shift, and in  
28 some cases over 10 hours per shift.

1           77.     The members of the Rest Period Class were entitled to a rest period of not less than  
2 10 minutes for every four hours of work, or major fraction thereof.

3           78.     As a matter of Defendants' established company policy, Defendants failed to  
4 always authorize and permit all required rest periods established by Labor Code §§ 226.7 and 516,  
5 and Section 12 of the IWC Wage Order(s).

6           79.     Under Section 12 of the IWC Wage Order(s) and Labor Code § 226.7(b) which  
7 states "If an employer fails to provide an employee a meal or rest or recovery period in accordance  
8 with a state law, including, but not limited to, an applicable statute or applicable regulation,  
9 standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health  
10 Standards Board, or the Division of Occupational Safety and Health, the employer shall pay the  
11 employee one additional hour of pay at the employee's regular rate of compensation for each  
12 workday that the meal or rest or recovery period is not provided," the members of the Rest Period  
13 Class are entitled to damages in an amount equal to one additional hour of pay at each employee's  
14 regular rate of compensation for each work day that one or more rest periods were not so provided.

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

17                               **FIFTH CAUSE OF ACTION**

18                               **FAILURE TO PAY ALL WAGES DUE TO ILLEGAL ROUNDING**

19                               **(On Behalf of the Rounding Class)**

20                               **(Against All Defendants)**

21           81.     Plaintiffs incorporate by reference and reallege each and every one of the  
22 allegations contained in the preceding and foregoing paragraphs of this Complaint as if fully set  
23 forth herein.

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

27           83.     Labor Code § 510(a) states in pertinent part: "Any work in excess of eight hours in  
28 one workday and any work in excess of 40 hours in any one workweek ... shall be compensated

1 at the rate of no less than one and one-half times the regular rate of pay for any employee.”

2 84. Labor Code § 1182.12 provides the statewide minimum wage in California.

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

8 86. Further, under to Labor Code § 1197, payment of less than the minimum wage fixed  
9 by the Labor Commission is unlawful.

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

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

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

19 d. Administered a uniform company policy and practice as to the rounding  
20 policies regarding the members of the Rounding Class; and

21 e. Used a timekeeping system that could and did track the exact amount of time  
22 worked; and

23 f. Rounded the actual time worked and recorded by the members of the  
24 Rounding Class, usually down, so that during the course of their employment,  
25 the members of the Rounding Class were paid less than they would have been  
26 paid had they been paid for actual time rather than “rounded” time.

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1           90.     Because Defendants required the members of the Rounding Class to remain under  
2 Defendants' control without paying therefor, this resulted in the members of the Rounding Class  
3 earning less than the legal minimum wage in the State of California.

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

9           92.     Further, Defendants' pattern and practice in uniform administration of corporate  
10 policy regarding Defendants' failure to pay the legal minimum wage to the members of the  
11 Rounding Class as described herein is unlawful and entitles them, under Labor Code § 1194(a), to  
12 recovery of the unpaid balance of the full amount of the unpaid minimum wages owed, calculated  
13 as the difference between the straight time compensation paid and the applicable minimum wage  
14 (and/or the full amount of unpaid overtime compensation, which includes any unpaid straight time  
15 and unpaid overtime premium for overtime hours worked), including interest thereon.

16           93.     Under Labor Code § 1194.2(a) (which provides that in any action under Labor Code  
17 § 1194, an employee shall be entitled to recover liquidated damages), the members of the Rounding  
18 Class seek recovery of liquidated damages in an amount equal to the wages unlawfully unpaid and  
19 interest thereon.

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

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

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

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

97. 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.

98. 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.”

99. 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.”

100. As a matter of Defendants’ established company policy, Defendants required the members of the Reimbursement Class to personally incur necessary expenditures in direct consequence of the discharge of their duties, including but not limited to the use of personal computers and internet for work-related activities.

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

102. 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.

103. 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.

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104. As a proximate result of the aforementioned violations of Labor Code § 2802(a), the members of the Reimbursement Class have been damaged in an amount according to proof at the time of trial.

105. 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.

106. 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**

**INDEPENDENT FAILURE TO TIMELY**

**FURNISH ACCURATE ITEMIZED WAGE STATEMENTS**

**(On Behalf of the Independent Wage Statement Class)**

**(Against All Defendants)**

107. 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.

108. 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, except for any employee whose compensation is solely based on a salary and who is exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number,



1 (8) the name and address of the legal entity that is the employer and, if the employer is a farm labor  
2 contractor, as defined in subdivision (b) of Section 1682, the name and address of the legal entity  
3 that secured the services of the employer, and (9) all applicable hourly rates in effect during the  
4 pay period...”

5 109. As a pattern and practice, in violation of Labor Code § 226(a), Defendants did not  
6 and still do not furnish each of the members of the Independent Wage Statement Class with an  
7 accurate itemized statement in writing showing the total hours worked by the employee.

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

13 111. Here, the members of Independent Wage Statement Class suffered injury because  
14 Defendants failed to provide accurate and complete information as required by one or more items  
15 listed in Labor Code § 226(a)(1)-(9) and the Independent Wage Statement Class members could  
16 not and cannot promptly and easily ascertain required information without reference to other  
17 documents or information.

18 112. In addition, the members of the Independent Wage Statement Class have suffered  
19 injury as a result of Defendants’ failure to provide accurate records for the members of the  
20 Independent Wage Statement Class in that the members of the Independent Wage Statement Class  
21 were not timely provided written accurate itemized statements showing all required information,  
22 including but not limited to the total hours worked by the employee, in violation of Labor Code §  
23 226, such that the members of the Independent Wage Statement Class were misled by Defendants  
24 as to the correct information regarding various items, including but not limited to the total hours  
25 worked by the employee.

26 113. The actual injuries suffered by the members of the Independent Wage Statement  
27 Class as a result of Defendants’ knowing and intentional failure to provide accurate records for the  
28 members of the Independent Wage Statement Class include but are not limited to:

1 a. That such practice prevents the members of the Independent Wage Statement  
2 Class from being able to effectively challenge information on their wage  
3 statements; and/or

4 b. The difficulty and expense of filing and maintaining this lawsuit and the  
5 discovery required to collect and analyze the very information that California  
6 law requires.

7 114. Under Labor Code § 226(e), the members of the Independent Wage Statement Class  
8 are entitled to \$50.00 per employee for the initial pay period in which a violation hereunder occurs  
9 and \$100.00 per employee for each violation in a subsequent pay period, not exceeding an  
10 aggregate penalty of \$4,000.00.

11 115. Under Labor Code § 226(g), the currently-employed members of the Independent  
12 Wage Statement Class are entitled to injunctive relief to ensure Defendants' compliance with  
13 Labor Code § 226.

14 116. Under Labor Code §§ 226(e)/(g), the members of the Independent Wage Statement  
15 Class are also entitled to an award of costs and reasonable attorneys' fees.

16 **EIGHTH CAUSE OF ACTION**

17 **DERIVATIVE FAILURE TO TIMELY**

18 **FURNISH ACCURATE ITEMIZED WAGE STATEMENTS**

19 **(On Behalf of the Derivative Wage Statement Class)**

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

23 118. Labor Code § 226(a) states in pertinent part, "Every employer shall, semimonthly  
24 or at the time of each payment of wages, furnish each of his or her employees, either as a detachable  
25 part of the check, draft, or voucher paying the employee's wages, or separately when wages are  
26 paid by personal check or cash, an accurate itemized statement in writing showing (1) gross wages  
27 earned, (2) total hours worked by the employee... (4) all deductions... (5) net wages earned, (6)  
28 the inclusive dates of the period for which the employee is paid... (8) the name and address of the

1 legal entity that is the employer, and (9) all applicable hourly rates in effect during each the pay  
2 period and the corresponding number of hours worked at each hourly rate by the employee....”

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

8 120. Therefore, under Labor Code § 226(a) and the IWC Wage Orders § 7(A), California  
9 employers are required to maintain accurate records pertaining to the total hours worked for  
10 Defendants by the members of the Derivative Wage Statement Class, including but not limited to,  
11 beginning and ending of each work period, meal period and split shift interval, the total daily hours  
12 worked, and the total hours worked per pay period and applicable rates of pay.

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

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

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

27 124. As of January 1, 2013, SB 1255 amended Labor Code § 226 to clarify that an  
28 employee suffers injury if the employer fails to provide accurate and complete information as

1 required by any one or more items listed in Labor Code § 226(a)(1)-(9) and the employee cannot  
2 promptly and easily ascertain requisite information without reference to other documents or  
3 information.

4 125. Here, the members of Derivative Wage Statement Class suffered injury because,  
5 due to Defendants' failure to pay all wages due and owing, Defendants derivatively failed to  
6 provide accurate and complete information as required by one or more items listed in Labor Code  
7 § 226(a)(1)-(9).

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

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

- 22 a. Confusion over whether they received all wages owed them by Defendants;
- 23 b. The difficulty and expense of attempting to reconstruct time and pay records;
- 24 c. Being forced to engage in mathematical computations to analyze whether  
25 Defendants' wages in fact compensated for all hours worked;
- 26 d. The inability to accurately calculate wage rates complicated by the fact that  
27 wage statement information required by Labor Code § 226 is missing;
- 28 e. That such practice prevents the members of the Derivative Wage Statement

1 Class from being able to effectively challenge information on their wage  
2 statements; and/or

3 f. The difficulty and expense of filing and maintaining this lawsuit, and the  
4 discovery required to collect and analyze the very information that California  
5 law requires.

6 128. Under Labor Code § 226(e), the members of the Derivative Wage Statement Class  
7 are entitled to \$50.00 per employee for the initial pay period in which a violation hereunder occurs  
8 and \$100.00 per employee for each violation in a subsequent pay period, not exceeding an  
9 aggregate penalty of \$4,000.00.

10 129. Under Labor Code § 226(g), the currently-employed members of the Derivative  
11 Wage Statement Class are entitled to injunctive relief to ensure Defendants' compliance with  
12 Labor Code § 226.

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

15 **NINTH CAUSE OF ACTION**

16 **DERIVATIVE VIOLATIONS OF LABOR CODE §§ 201-202**

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

18 **(Against All Defendants)**

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

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

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

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1           134. Defendants had a consistent and uniform policy, practice and procedure of willfully  
2 failing to pay the earned wages of Defendants' former employees, as set forth above, according to  
3 amendment or proof.

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

7           136. Defendants' willful failure to pay wages to the members of the Derivative LC 203  
8 Class violates Labor Code § 203 because Defendants knew or should have known wages were due  
9 to the members of the Derivative LC 203 Class, as set forth above, but Defendants failed to pay  
10 them.

11           137. Thus, the members of the Derivative LC 203 Class are entitled to recovery under  
12 Labor Code § 203.

13                                   **TENTH CAUSE OF ACTION**  
14                                   **PENALTIES UNDER LABOR CODE § 2699**  
15                                   **(On Behalf of the Aggrieved Employees)**  
16                                   **(Against All Defendants)**

17           138. 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           139. Under Labor Code § 2699(a) (which provides that any provision of the Labor Code  
21 that provides for a civil penalty to be assessed and collected by the LWDA, or any of its  
22 departments, divisions, commissions, board agencies or employees, such civil penalties may, as  
23 an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of  
24 himself or herself and other current or former employees) and Labor Code § 2699(f) (which  
25 establishes a civil penalty for violations of all Labor Code provisions except those for which a civil  
26 penalty is specifically provided), the aggrieved employees seek recovery of all applicable civil  
27 penalties, as follows:

28                   a. As applicable, for civil penalties under Labor Code § 2699(f), for all violations

1 of the Labor Code except for those for which a civil penalty is specifically  
2 provided, in the amount of \$100 for each aggrieved employee per pay period  
3 for the initial violation; and \$200 for each aggrieved employee per pay period  
4 for each subsequent violation;

5 b. As applicable, civil penalties under Labor Code § 558 (in addition to and  
6 entirely independent and apart from any other penalty provided in the Labor  
7 Code), for violations of Labor Code §§ 500-556, in the amount of \$50 for each  
8 underpaid aggrieved employee for each pay period the aggrieved employee was  
9 underpaid, and \$100 for each subsequent violation for each underpaid employee  
10 for each pay period for which the employee was underpaid;

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

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

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

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

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

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

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

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

23 144. Here, Plaintiff's civil action alleges violations of provisions listed in Labor Code §  
24 2699.5 and violations of provisions other than those listed in Labor Code § 2699.5. As such, Labor  
25 Code § 2699.3(a) and § 2699.3(c) apply to this action.

26 145. On April 2, 2026, Plaintiff complied with Labor Code § 2699.3(a) and Labor Code  
27 § 2699.3(c) in that Plaintiff gave written notice by online filing with the LWDA and by certified  
28 mail to Defendants of the specific provisions of the Labor Code alleged to have been violated,



1 including the facts and theories to support the alleged violations.

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

8 147. Since providing notice to the LWDA and Defendants of Defendants’ violations, the  
9 LWDA has not notified Plaintiff of its intention to investigate the alleged violations. As such,  
10 Plaintiff has complied with Labor Code § 2699.3(a) and has been given authorization therefrom to  
11 commence a civil action which includes a cause of action under Labor Code § 2699.

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

17 **ELEVENTH CAUSE OF ACTION**

18 **UNFAIR BUSINESS PRACTICES**

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

20 **(Against All Defendants)**

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

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

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

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

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

9           154. Defendants have engaged in unfair business practices in California by practicing,  
10 employing and utilizing the employment practices outlined in the preceding paragraphs,  
11 specifically, by requiring employees to perform the labor services complained of herein without  
12 the requisite compensation.

13           155. Defendants' use of such practices constitutes an unfair business practice and unfair  
14 competition and provides an unfair advantage over Defendants' competitors.

15           156. Plaintiff has suffered injury in fact and has lost money or property as a result of  
16 such unfair competition.

17           157. Plaintiff seeks full restitution from Defendants, as necessary and according to proof,  
18 to restore any and all monies withheld, acquired, and/or converted by Defendants by means of the  
19 unfair practices complained of herein.

20           158. Further, if Defendants are not enjoined from the conduct set forth above,  
21 Defendants will continue to practice, employ, and utilize the employment practices outlined in the  
22 preceding paragraphs.

23           159. Therefore, Plaintiff requests that the Court issue a preliminary and permanent  
24 injunction prohibiting Defendants from engaging in the foregoing conduct.

25           160. Plaintiff seeks the appointment of a receiver, as necessary, to establish the total  
26 monetary relief sought from Defendants.

27 ///

28 ///

**PRAYER FOR RELIEF**

WHEREFORE, Plaintiff prays:

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

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

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

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

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

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

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

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

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

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

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

**As to the Third Cause of Action for Failure to Provide Meal Periods:**

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

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

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

2           (12)   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           (13)   For pre-judgment interest as authorized by Labor Code § 218.6 and Civil Code §  
5 3287;

6                       As to the Fifth Cause of Action for Failure to Pay All Wages

7                               Due to Illegal Rounding:

8           (14)   For recovery of the unpaid balance of the full amount of the straight time  
9 compensation due and owing, according to proof;

10          (15)   For liquidated damages as authorized by Labor Code § 1194.2(a);

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

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

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

17                       As to the Sixth Cause of Action for Unpaid Reimbursements for Work Expenses:

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

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

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

24                       As to the Seventh Cause of Action for Independent Failure to Timely Furnish

25                               Accurate Itemized Wage Statements:

26          (22)   For recovery as authorized by Labor Code § 226(e);

27          (23)   For an award of costs and reasonable attorneys' fees under Labor Code §§  
28 226(e)/(g);

1                   As to the Eighth Cause of Action for Derivative Failure to Timely Furnish

2                               Accurate Itemized Wage Statements:

3           (24)   For recovery as authorized by Labor Code § 226(e);

4           (25)   For an award of costs and reasonable attorneys' fees under Labor Code §§  
5 226(e)/(g);

6                   As to the Ninth Cause of Action for Derivative Violations of Labor Code §§ 201-202:

7           (26)   For recovery as authorized by Labor Code § 203;

8                               As to the Tenth Cause of Action for Penalties Under Labor Code § 2699:

9           (27)   For recovery as authorized by Labor Code § 203;

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

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

17               a. For any initial violation, fifty dollars (\$50) for each aggrieved underpaid  
18 employee for each pay period for which the employee was underpaid; and

19               b. For each subsequent violation, one hundred dollars (\$100) for each aggrieved  
20 underpaid employee for each pay period for which the employee was underpaid.

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

23               a. For any initial violation that is intentionally committed, \$100 for each aggrieved  
24 underpaid employee for each pay period for which the employee was underpaid;  
25 and

26               b. For each subsequent violation, regardless of whether the initial violation is  
27 intentionally committed, \$250 for each aggrieved underpaid employee for each  
28 pay period for which the employee was underpaid.

1 (31) As applicable, for civil penalties under Labor Code § 210, in addition to and entirely  
2 independent and apart from other penalties in the Labor Code, in the amount of \$100  
3 for each aggrieved employee per pay period for each violation, and \$200 for each  
4 aggrieved employee per pay period for each subsequent violation;

5 (32) As applicable, for civil penalties under Labor Code § 226.3, in addition to and  
6 entirely independent and apart from other penalties in the Labor Code, in the amount  
7 of \$250 for each aggrieved employee per pay period for each violation, and \$1,000 for  
8 each aggrieved employee per pay period for each subsequent violation.

9 (33) As applicable, for reasonable attorneys' fees and costs incurred under Labor Code  
10 § 2699(g)(1) and any other applicable statute; and

11 (34) For such relief as this Court may deem just and proper;

12 As to the Eleventh Cause of Action for Unfair Business Practices:

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

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

18 (37) For an Order requiring Defendants to make full restitution and payment under  
19 California law;

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

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

24 (40) For all other appropriate injunctive, declaratory and equitable relief;

25 (41) For interest to the extent permitted by law;

26 (42) For an award of attorneys' fees and costs incurred in the investigation, filing and  
27 prosecution of this action under Code of Civil Procedure § 1021.5, Business & Professions Code  
28 §§ 17200, et seq., Labor Code § 1194 and/or any other applicable provision of law;

As to All Causes of Action:

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

**DEMAND FOR JURY TRIAL**

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

Dated: August 4, 2026

**D.LAW, INC.**

By: Arsiné Grigoryan  
Arsiné Grigoryan, Esq.  
Aram Boyadjian, Esq.

*Attorneys for Plaintiff*