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of himself and others similarly situated

Assigned for All Purposes
Judge Randall J. Sherman
Dept. CX105

9
10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF ORANGE**

12
13 MICHAEL HUBKA, on behalf of himself and
others similarly situated,

14 Plaintiff,

15 v.

16
17 CBGG CA, LLC; and DOES 1 through 100,
inclusive,

18 Defendants.
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Case No.: 30-2024-01371295-CU-OE-CXC

**CLASS AND REPRESENTATIVE
ACTION COMPLAINT FOR:**

1. Failure to Pay Minimum Wages
2. Failure to Pay Overtime Wages
3. Meal Period Liability under Labor Code § 226.7
4. Rest Break Liability under Labor Code § 226.7
5. Violation of Labor Code § 246
6. Failure to Provide Reporting-Time Pay
7. Failure to Provide Accurate Itemized Employee Wage Statements
8. Failure to Pay All Wages Owed Timely and Upon Separation of Employment
9. Violation of Labor Code § 1174(d)
10. Violation of Business & Professions Code §§ 17200, et seq.
11. Penalties Pursuant to Labor Code § 2699

DEMAND FOR JURY TRIAL

1 Plaintiff Michael Hubka (“Plaintiff”), on behalf of himself, the State of California, and all
2 others similarly situated, alleges and complains of defendant CBGG CA, LLC, a California
3 limited liability company, and DOES 1 through 100, inclusive (collectively, “Defendants”), and
4 each of them, as follows:

5 **I. INTRODUCTION**

6 1. This is a class action pursuant to California Code of Civil Procedure section 382 on
7 behalf of Plaintiff and the following class: *All current and former hourly paid or non-exempt*
8 *employees who worked for Defendants in the State of California within the longest applicable*
9 *limitations period* (the “Class” or “Class Members”).

10 2. Amended Emergency Rule 9 (effective May 29, 2020) of the Judicial Council of
11 California (JCC) provides: “Notwithstanding any other law, the statutes of limitations and repose
12 for civil causes of action that exceed 180 days are tolled from April 6, 2020, until October 1,
13 2020.” The Advisory Committee Comment notes that: “Emergency rule 9 is intended to apply
14 broadly to toll any statute of limitations on the filing of a pleading in court asserting a civil cause
15 of action. The term “civil causes of action” includes special proceedings. See Code Civ. Proc., §§
16 312, 363 [“action,” as used in title 2 of the code (Of the Time of Commencing Civil Actions), is
17 construed “as including a special proceeding of a civil nature”] The rule also applies to
18 statutes of limitations on filing of causes of action in court found in codes other than the Code of
19 Civil Procedure.” Accordingly, the relevant time period for claims under the PAGA discussed
20 herein is one year prior to the date Plaintiff filed his PAGA Notice online with the California
21 Labor & Workforce Development Agency (“LWDA”) and sent a letter by certified mail to
22 Defendants plus the additional time during which the statute of limitations was tolled (pursuant to
23 Emergency Rule 9 of the California Rules of Court) and ongoing.

24 3. Throughout the time period involved in this case, Defendants willfully maintained
25 a policy and/or practice of failing to pay all wages, including minimum and overtime wages, for
26 all hours worked; failing to provide compliant duty-free meal periods; failing to authorize and
27 permit compliant duty-free rest breaks; failing to pay sick pay; failing to maintain and provide
28 accurate itemized wage statements; failing to reimburse business expenses; and failing to pay all

1 wages owed timely and upon separation of employment. Defendants' illegal conduct has also
2 given rise to derivative claims for unfair business practices and violation of the Private Attorneys
3 General Act of 2004 ("PAGA").

4 4. Plaintiff, on behalf of himself and all other similarly situated employees, pursuant
5 to California Business & Professions Code sections 17200 through 17208, also seeks all monies
6 owed but withheld and retained by Defendants to which Plaintiff and Class Members are entitled.
7 Plaintiff seeks an order by the Court awarding restitution, injunctive relief, and all other legal and
8 equitable relief allowed, plus interest, attorneys' fees and costs.

9 5. Plaintiff, on behalf of himself and all other similarly situated aggrieved employees
10 (the "Aggrieved Employees"), also brings this representative action against Defendants to recover
11 wages and penalties owed pursuant to Labor Code section 2699. Plaintiff was compelled to retain
12 the services of counsel to file this action to protect his interests and those of Aggrieved Employees
13 and has thereby incurred attorneys' fees and costs, which he is entitled to recover under Labor
14 Code section 2699.

15 6. The relevant time period for the claims under the PAGA discussed herein is one
16 year prior to the date Plaintiff filed his PAGA Notice online with the California Labor &
17 Workforce Development Agency ("LWDA") and sent a letter by certified mail to Defendants plus
18 the additional time during which the statute of limitations was tolled pursuant to Emergency Rule
19 9 of the California Rules of Court.

20 7. For purposes of the allegations set forth herein, Class Members, along with
21 Aggrieved Employees comprising the PAGA representative action, are collectively referred to as
22 "Employees" except as otherwise specified.

23 II. JURISDICTION AND VENUE

24 8. This Court has jurisdiction over this action pursuant to the California Constitution,
25 Article VI, Section 10, which grants the superior court "original jurisdiction in all other causes"
26 except those given by statute to other courts. The statutes under which this action is brought do not
27 specify any other basis for jurisdiction.

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9. This Court has jurisdiction over Defendants because Defendants have sufficient minimum contacts in California or otherwise intentionally avail themselves of the California market so as to render the exercise of jurisdiction over them by California courts consistent with traditional notions of fair play and substantial justice.

10. Venue as to Defendants is proper in this judicial district pursuant to Code of Civil Procedure section 395.5 because, upon information and belief, the obligations giving rise to liability occurred in part in the County of Orange, State of California.

11. This case should be classified as complex according to California Rules of Court, Rule 3.400, and assigned to a complex litigation judge and department because it is a class action, will involve substantial documentary evidence and a large number of witnesses, is likely to involve extensive motion practice raising difficult or novel issues that will be time-consuming to resolve, and will require substantial post judgment judicial supervision.

III. PARTIES

12. Plaintiff is a resident of California. At all relevant times herein, Defendants employed Plaintiff as non-exempt employee in California and subjected him to the same employment policies and/or practices that affected Employees.

13. Plaintiff is informed and believes, and based thereon alleges, that Defendant CBGG CA, LLC is a limited liability company with its principal place of business in California.

14. Plaintiff is informed and believes, and based thereon alleges, that Defendants do business in the State of California and, at all times hereinafter mentioned, were and are employers as defined in and subject to the California Labor Code and California Industrial Welfare Commission (“IWC”) Occupational Wage Orders. During the relevant period, Defendants employed Plaintiff and Employees within the State of California.

15. The true names and capacities, whether individual, corporate, associate, or otherwise, of defendants sued herein as DOES 1 through 100, inclusive, are currently unknown to Plaintiff, who therefore sues defendants by such fictitious names under Code of Civil Procedure section 474. Plaintiff is informed and believes and based thereon alleges that each of the

1 defendants designated herein as DOE is legally responsible in some manner for the unlawful acts
2 referred to herein. Plaintiff will seek leave of court to amend this Complaint to reflect the true
3 names and capacities of the defendants designated hereinafter as DOES when such identities
4 become known.

5 16. Whenever, heretofore or hereinafter, reference is made to “Defendants,” it shall
6 include DOES 1 through 100 identified herein.

7 17. Plaintiff is informed and believes, and based thereon allege, that each Defendant
8 acted in all respects pertinent to this action as the agent of the other Defendants, carried out a joint
9 scheme, business plan or policy in all respects pertinent hereto, and the acts of each Defendant are
10 legally attributable to other Defendants. Plaintiff is further informed and believes, and based
11 thereon alleges, that Defendants are joint employers in that they employed Plaintiff and
12 Employees at the same time and were operating as a joint enterprise and single entity during the
13 relevant time periods.

14 18. California courts have recognized that the definition of “employer” for purposes of
15 enforcement of the California Labor Code goes beyond the concept of traditional employment to
16 reach irregular working arrangements for the purpose of preventing evasion and subterfuge of
17 California’s labor laws. *Martinez v. Combs* (2010) 49 Cal.4th 35, 65. As such, anyone who
18 directly or indirectly, or through an agent or any other person, engages, suffers, or permits any
19 person to work or exercises control over the wages, hours, or working conditions of any person
20 may be liable for violations of the California Labor Code as to that person.

21 19. California law also permits and recognizes the piercing of a corporate veil between
22 sister companies under the single enterprise rule. *Hasso v. Hapke* (2014) 227 Cal.App.4th 107,
23 155; *Greenspan v. LADT, LLC* (2010) 191 Cal.App.4th 486, 512. The single enterprise rule
24 applies where “there are two or more personalities, there is but one enterprise; and that this
25 enterprise has been so handled that it should respond, as a whole, for the debts of certain
26 component elements of it.” *Hasso, supra*, 227 Cal.App.4th at p. 155; *Greenspan, supra*, 191
27 Cal.App.4th at p. 512.

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20. At all times throughout their employment, Plaintiff and Employees were regularly and consistently subject to the common policies and/or practices utilized by Defendants.

21. Accordingly, all Defendants engaged, suffered, and permitted Plaintiff and Employees to perform services from which they benefitted. Moreover, the aforementioned entities had the right to exercise control over the wages, hours, and/or working conditions over Plaintiff and Employees at all relevant times herein, so as to be considered joint employers.

IV. FACTUAL BACKGROUND

Defendants Systematically Violated State Wage and Hour Laws

22. While the precise number of Class Members has not been determined at this time, Plaintiff is informed and believes that there are more than one hundred Class Members employed by Defendants within the State of California at any given time. Accounting for employee turnover during the relevant periods necessarily increases this number substantially. Defendants own and operate restaurants.

23. Upon information and belief, Plaintiff and Employees are covered by IWC Wage Order No. 5-2001.¹

24. Throughout the applicable period of time, Defendants did not pay Plaintiff and Employees at least the California minimum wage for all hours worked. Defendants did not fully compensate Plaintiff and Employees because they were required to perform pre- and post-shift activities that were off the clock, as well as during meal and rest breaks.

25. Labor Code section 223 makes it unlawful for employers to pay their employees wages lower than required by contract or statute while purporting to pay them legal wages.

26. Labor Code section 1197 states the California requirement that employees must be paid at least the minimum wage fixed by the Commission, and any payment of less than the minimum wage is unlawful. Similarly, Labor Code section 1194 entitles “any employee receiving less than the legal minimum wage...to recover in a civil action the unpaid balance of the full

¹ Upon information and belief, Plaintiff alleges that IWC Wage Order No. 5-2001 is applicable. However, Plaintiff reserves the right to amend and/or allege any other applicable Wage Order(s).

1 amount of this minimum wage.” IWC Wage Order No. 5-2001 also obligates employers to pay
2 each employee minimum wages for all hours worked.

3 27. These minimum wage standards apply to each hour employees work for which they
4 are not paid. Therefore, an employer’s failure to pay for any particular hour of time worked by an
5 employee is unlawful, even if averaging an employee’s total pay over all hours worked, paid or
6 not, results in an average hourly wage above minimum wage. *Armenta v. Osmose, Inc.* (2005) 135
7 Cal.App.4th 314, 324.

8 28. Labor Code section 1194.2 authorizes employees to recover liquidated damages for
9 violations of Labor Code section 1194. Where an employee, like Plaintiff and Employees, is not
10 paid for all hours worked under Labor Code section 1194, the employee may recover minimum
11 wages and liquidated damages. *Sillah v. Command Int’l Sec. Servs.* (N.D. Cal. 2015) 154
12 F.Supp.3d 891 [holding that employees suing for failure to pay overtime could recover liquidated
13 damages under § 1194.2 if they also showed they were paid less than minimum wage]; *accord*
14 *Andrade v. Arby’s Rest. Grp., Inc.* (N.D. Cal. Dec. 12, 2016) No. 15-cv-03175 NC, 2016 U.S.
15 Dist. LEXIS 172319, at *20-21.

16 29. Labor Code section 1197.1 authorizes employees who are paid less than the
17 minimum wage fixed by an applicable state or local law, or by an order of the commission a civil
18 penalty, restitution of wages, and liquidated damages as follows: “(1) [f]or any initial violation
19 that is intentionally committed, one hundred dollars (\$100) for each underpaid employee for each
20 pay period for which the employee is underpaid....[and] (2) [f]or each subsequent violation for the
21 same specific offense, two hundred fifty dollars (\$250) for each underpaid employee for each pay
22 period for which the employee is underpaid regardless of whether the initial violation is
23 intentionally committed.”

24 30. Labor Code section 510 requires an employer to compensate an employee who
25 works more than eight (8) hours in one workday, forty (40) hours in a workweek, and for the first
26 eight (8) hours worked on the seventh consecutive day no less than one and one-half times the
27 employee’s regular rate of pay. Further, Labor Code section 510 obligates an employer to
28 compensate an employee at no less than twice the regular rate of pay when the employee works

1 more than twelve (12) hours in a day or more than eight (8) hours on the seventh consecutive day
2 of work.

3 31. Throughout the applicable period of time, Defendants have had a policy and/or
4 practice of failing to pay overtime wages to Plaintiff and Employees for all overtime hours they
5 worked. The work times of Plaintiff and Employees have been, and continue to be, greater than
6 eight (8) hours per day and/or forty (40) hours per week. Yet, because Defendants did not pay
7 Plaintiff and Employees wages for, *inter alia*, hours that were worked off the clock, Plaintiff and
8 Employees were deprived wages at overtime premium amounts attributable to overtime hours.
9 Moreover, the overtime that was paid was short because Defendants incorrectly calculated the
10 regular rate for purposes of calculating overtime; Defendants failed to include non-discretionary
11 forms of pay in the regular rate calculations for Plaintiff and Employees.

12 32. By their common policy and/or practice of requiring Plaintiff and Employees to
13 work in excess of eight (8) hours in a workday and/or forty (40) hours in a workweek without
14 compensating them at the applicable overtime rate of pay, Defendants willfully violated the
15 provisions of Labor Code sections 510 and 1198, as well as the relevant IWC Wage Order(s).

16 33. Defendants failed to provide Plaintiff and Employees with timely duty-free meal
17 periods. Labor Code sections 226.7, 512, and IWC Wage Order No. 5-2001 require employers to
18 provide employees with a thirty (30) minute uninterrupted and duty-free meal period within the
19 first five (5) hours of work. *Brinker Rest. Corp. v. Superior Court* (2012) 53 Cal.4th 1004, 1042
20 [“Accordingly, first meal periods must start after no more than five hours.”]. Moreover, an
21 employee who works more than ten (10) hours per day is entitled to receive a second thirty (30)
22 minute uninterrupted and duty-free meal period. *See* Labor Code § 512.

23 34. Defendants denied Plaintiff and Employees meal periods that comply with Labor
24 Code sections 226.7 and 512, and IWC Wage Order No. 5-2001. Plaintiff and Employees suffered
25 late, rounded, short, interrupted, and/or missed first and second meal periods. *See Donohue v.*
26 *AMN Services, LLC* (2021) 11 Cal.5th 58 [the California Supreme Court reversed the Fourth
27 Appellate District and set forth two clear rules: (1) employers are not permitted to round time
28 records when determining if employees are entitled to meal premium pay, and (2) it is the

1 employer's burden to show that compliant meal periods were provided to employees if the time
2 records show otherwise]. Plaintiff and Employees did not receive compliant meal periods within
3 the first five (5) hours of their work, and did not receive compliant second meal periods when
4 working shifts of ten (10) hours or more.

5 35. Defendants were also obligated but failed to provide Plaintiff and Employees with
6 net ten (10) minute rest breaks for work shifts exceeding four (4) hours or a major fraction thereof
7 worked as required by Labor Code section 226.7 and IWC Wage Order Nos. 5-2001. The
8 California Supreme Court held in *Augustus v. ABM Security Services Inc.*, (2016) 2 Cal. 5th 257,
9 that employees must be relieved of all duties during rest breaks pursuant to Labor Code section
10 226.7 and Subdivision 12(A) of Wage Order No. 5-2001. The Court found that the Wage Orders
11 and the Labor Code require employers to "relinquish control over how employees spend their
12 time" and "relieve employees of all duties" during employees' 10-minute rest periods. Plaintiff
13 and Employees did not receive compliant rest breaks.

14 36. In addition to failing to authorize and permit compliant meal and rest breaks,
15 Plaintiff and Employees were not compensated with one (1) hour's worth of pay at their regular
16 rates of pay when they were not provided with compliant meal and rest breaks in accordance with
17 Labor Code section 226.7(b). *See Ferra v. Loews Hollywood Hotel* (2021) 11 Cal.5th 858.

18 37. Defendants did not pay Plaintiff and Employees wages for sick time pursuant to
19 Labor Code section 246.

20 38. Plaintiff and Employees regularly reported to work at their scheduled times, but
21 would sometimes be sent home by Defendants. Defendants did not pay Plaintiff or Employees
22 reporting-time pay in those instances. On such days, an employee must be paid for at least half of
23 the hours scheduled to work, but in no case less than two (2) hours at the employee's regular rate
24 of pay; this is called reporting-time pay. *See, e.g.*, Section 5 (A) and (B) of Wage order 5-2001.

25 39. Labor Code section 203 provides "if an employer willfully fails to pay...any wages
26 of an employee who is discharged or who quits, the wages of the employee shall continue as a
27 penalty..." for up to 30 days. Labor Code § 203; *Mamika v. Barca* (1998) 68 Cal.App.4th 487,
28 492.

1 40. Due to Defendants’ non-compliant policies and/or practices described herein,
2 Plaintiff and Employees whose employment with Defendants concluded were not compensated
3 for, *inter alia*, minimum and overtime wages for all hours worked, and were not paid all meal and
4 rest break premiums owed at their regular rates of pay. Thus, Defendants have failed to pay
5 Plaintiff and Employees all wages, whose sums were certain, at the time of termination or within
6 seventy-two (72) hours of their resignation and have failed to pay those sums for thirty (30) days
7 thereafter in violation of Labor Code section 203.

8 41. Labor Code section 204 expressly requires that “[a]ll wages...earned by any person
9 in any employment are due and payable twice during each calendar month, on days designated in
10 advance by the employer as the regular paydays.” Pursuant to Labor Code section 204(d), these
11 requirements are “deemed satisfied by the payment of wages for weekly, biweekly or semimonthly
12 payroll if the wages are paid not more than seven calendar days following the close of the payroll
13 period.” Due to Defendants’ failure to pay Plaintiff and Employees for, *inter alia*, all hours
14 worked at the legal minimum and overtime rates, Defendants failed to timely pay Plaintiff and
15 Employees within seven (7) days of the close of the payroll period in accordance with Labor Code
16 section 204 on a regular and consistent basis.

17 42. Through Labor Code section 210 and the PAGA, and to the extent permitted by
18 law, Plaintiff and Employees are entitled to recover civil penalties for violations of Labor Code
19 section 204.

20 43. Plaintiff and Employees were not furnished with accurate itemized wage statements
21 that accurately showed their gross wages earned, net wages earned, premium payments at their
22 regular rates of pay for non-compliant meal and rest breaks, all applicable hourly rates and
23 corresponding number of hours worked at each hourly rate in effect during each pay period, and
24 other information required by Labor Code section 226(a).

25 44. During the relevant period, Defendants have knowingly and intentionally failed to
26 provide Plaintiff and Employees with the above-described writing through actions alleged herein
27 in violation of Labor Code section 226. Plaintiff and Employees have been injured by Defendants’
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1 intentional violation of Labor Code section 226(a) because they were denied both their legal right
2 to receive and their protected interest in receiving accurate itemized wage statements.

3 45. In addition, because Defendants failed to provide the accurate and mandated
4 information on the itemized wage statements, Plaintiff and Employees have been prevented by
5 Defendants from determining, *inter alia*, if all hours worked were paid and the extent of the
6 underpayment. Plaintiff had to file this lawsuit and perform computations in order to analyze
7 whether, and to what extent, Plaintiff and Employees suffered underpayment, thereby causing
8 Plaintiff to incur expenses and time lost. Thus, Plaintiff and Employees are owed the greater of all
9 actual damages or fifty dollars (\$50.00) for the initial pay period in which a violation occurs and
10 one hundred dollars (\$100.00) per employee for each violation in a subsequent pay period, not
11 exceeding an aggregate penalty of four thousand dollars (\$4,000.00), as provided for in Labor
12 Code section 226(e).

13 46. Moreover, for the violations described above, Plaintiff and Employees may also
14 recover civil penalties pursuant to Labor Code section 226.3 and the PAGA for Defendants'
15 violations of Labor Code section 226(a).

16 47. Further, Plaintiff and Employees have been denied their legal right and protected
17 interest in having available at a central location at the plant or establishment where they are
18 employed, accurate and complete payroll records showing the hours worked daily by, and the
19 wages paid to, Plaintiff and Employees at those respective locations pursuant to Labor Code
20 section 1174. Pursuant to Labor Code section 1174.5 and the PAGA, Plaintiff and Employees may
21 also recover civil penalties for violation of Labor Code section 1174(d).

22 48. Based on the foregoing, Defendants have also engaged in unlawful and unfair
23 business practices in violation of California's Business and Professions Code sections 17200, *et*
24 *seq.*, thereby entitling Plaintiff and Class Members to restitution, disgorgement of profits, or other
25 equitable remedies.

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All current and former hourly paid or non-exempt employees who worked for Defendants in the State of California within the longest applicable limitations period (again, the “Class” or “Class Members”).

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

52. The potential members of the Class as defined are so numerous that joinder of all the members of the Class is not practicable. Plaintiff is informed and believes that there are more than one hundred Class Members employed by Defendants within the State of California at any given time. Accounting for employee turnover during the relevant periods necessarily increases this number substantially.

B. Commonality

a. Whether Defendants' failure to pay wages, without abatement or reduction, in accordance with the California Labor Code, was willful;

b. Whether Defendants had a corporate policy and/or practice of failing to pay Class Members for all hours worked in violation of California law;

- 1 c. Whether Defendants failed to pay at least the minimum wage to Class
2 Members for all hours worked;
- 3 d. Whether Defendants required Class Members to work over eight (8) hours
4 per day and/or over forty (40) hours per week and failed to pay the legally required overtime
5 compensation to Class Members;
- 6 e. Whether Defendants failed to separately compensate Class Members paid
7 on a commission basis for rest periods;
- 8 f. Whether Defendants deprived Class Members of legally compliant meal
9 periods and rest breaks;
- 10 g. Whether Defendants had a corporate policy and/or practice of failing to pay
11 Class Members required premium payments for non-compliant (e.g., short, late, interrupted,
12 and/or missed altogether) meal periods and rest breaks in violation of California law;
- 13 h. Whether Defendants failed to pay Class Members for sick pay;
- 14 i. Whether Defendants failed to pay Class Members reporting-time pay;
- 15 j. Whether Defendants failed to timely pay all wages due to Class Members
16 during their employment;
- 17 k. Whether Defendants failed to pay all wages due to Class Members within
18 the required time upon their discharge or resignation;
- 19 l. Whether Defendants complied with wage reporting as required by the
20 California Labor Code, including, *inter alia*, section 226;
- 21 m. Whether Defendants kept complete and accurate payroll records as required
22 by the California Labor Code, including, *inter alia*, section 1174(d);
- 23 n. Whether Defendants' conduct was willful or reckless;
- 24 o. Whether Defendants engaged in unfair business practices in violation of the
25 Unfair Competition Law, Business and Professions Code sections 17200, *et seq.*;
- 26 p. Whether Class Members are entitled to compensatory damages pursuant to
27 the California Labor Code;

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1 q. The appropriate amount of damages, restitution, and/or monetary penalties
2 resulting from Defendants' violation of California law;

3 r. Whether Class Members are entitled to attorneys' fees and costs; and

4 s. Whether Class Members are entitled to interest.

5 **C. Typicality**

6 55. The claims of Plaintiff are typical of the claims of the Class. Plaintiff and Class
7 Members sustained injuries and damages arising out of and caused by Defendants' common
8 course of conduct in violation of laws and regulations that have the force and effect of law and
9 statutes, as alleged herein.

10 **D. Adequacy of Representation**

11 56. Plaintiff will fairly and adequately represent and protect the interests of the Class.
12 Counsel who represent Plaintiff and Class Members are competent and experienced in litigating
13 wage and hour class and representative actions, and have the financial resources to litigate the
14 claims at issue.

15 **E. Superiority of Class Action**

16 57. A class action is superior to other available means for the fair and efficient
17 adjudication of this controversy. Individual joinder of all Class Members is not practicable, and
18 questions of law and fact common to the Class predominate over any questions affecting only
19 individual members of the Class. Each member of the Class has been damaged and is entitled to
20 recovery by reason of Defendants' illegal policy and/or practice of failing to pay minimum and
21 overtime wages, failing to provide compliant duty-free meal periods and/or pay premiums owed
22 thereon, failing to authorize and permit compliant duty-free rest breaks and/or pay premiums owed
23 thereon, failing to maintain and provide accurate itemized wage statements, failing to pay sick
24 pay, failing to pay reporting-time pay, failing to pay all wages owed in a timely manner, failing to
25 pay all wages due upon termination and/or resignation, and engaging in unfair business practices.

26 58. Class action treatment will allow those similarly situated persons to litigate their
27 claims in a manner that is most efficient and economical for the parties and the judicial system.

1 Plaintiff is unaware of any difficulties that are likely to be encountered in the management of this
2 action that would preclude its maintenance as a class action.

3 **FIRST CAUSE OF ACTION**

4 **FAILURE TO PAY MINIMUM WAGES**

5 **Cal. Labor Code §§ 1182.12, 1194, 1194.2, 1197, 1197.1, and the Relevant IWC Wage Orders**

6 **[On Behalf of Plaintiff and the Class against All Defendants]**

7 59. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
8 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
9 fully alleged herein.

10 60. Throughout the period of time applicable to this cause of action, Defendants did not
11 pay Plaintiff and Class Members at least the California minimum wage for all hours worked,
12 thereby violating Labor Code section 1194 and the relevant IWC Wage Order(s), as a result of, but
13 not limited to, Defendants' failure to pay for work performed off the clock, including, *inter alia*,
14 pre- and post-shift, during meal and rest periods.

15 61. Defendants' failure to pay Plaintiff and Class Members the minimum wage as
16 required is unlawful and violates Labor Code section 1182.12, 1194, 1194.2, 1197, and 1197.1.
17 As a result, Plaintiff and Class Members are entitled to recover the unpaid balance of their
18 minimum wage compensation, as well as interest, costs, and attorneys' fees, and liquidated
19 damages in an amount equal to the wages unlawfully unpaid and interest thereon.

20 **SECOND CAUSE OF ACTION**

21 **FAILURE TO PAY OVERTIME WAGES**

22 **Cal. Labor Code §§ 223, 510, and 1198 and the Relevant IWC Wage Orders**

23 **[On Behalf of Plaintiff and the Class against All Defendants]**

24 62. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
25 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
26 fully alleged herein.

27 63. At all times relevant to this Complaint, Labor Code section 510(a) was in effect and
28 provided: "Eight hours of labor constitutes a day's work. Any work in excess of eight hours in one

workday and any work in excess of forty 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 an employee.”

64. Pursuant to the relevant IWC Wage Order(s), an employee shall not be employed more than eight (8) hours in any workday and/or more than forty (40) hours in any workweek unless the employee receives one and one-half (1½) times such employee’s regular rate of pay for all hours worked over eight (8) hours in any workday and/or more than forty (40) hours in any workweek. Further, an employer must compensate an employee at no less than twice the employee’s regular rate of pay when the employee works more than twelve (12) hours in a day or more than eight (8) hours on the seventh consecutive day of work.

65. At all times mentioned, Plaintiff and the Class regularly worked shifts that consisted of more than eight (8) hours in a workday and/or more than forty (40) hours in a workweek and were not paid proper overtime wages for all overtime hours worked as a result of, but not limited to, Defendants’ failure to pay for work performed off the clock, including pre- and post-shift and during meal and rest breaks. Moreover, the overtime that was paid to Plaintiff and Employees was short because Defendants incorrectly calculated the regular rate for purposes of calculating overtime by failing to include non-discretionary forms of pay in the regular-rate calculations for Plaintiff and Class Members.

66. Accordingly, by requiring Plaintiff and the Class to work in excess of eight (8) hours per day and/or forty (40) hours per week without properly compensating them overtime wages, as described above, Defendants willfully violated the provisions of Labor Code section 1194.

67. As a result of the unlawful acts of Defendants, Plaintiff and the Class have been deprived of overtime wages in amounts to be determined at trial, and are entitled to recovery of such amounts, plus interest and penalties thereon, costs, and attorneys’ fees.

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1 **THIRD CAUSE OF ACTION**

2 **FAILURE TO PROVIDE MEAL PERIODS**

3 **Cal. Labor Code §§ 226.7, 512, and the Relevant IWC Wage Orders**

4 **[On Behalf of Plaintiff and the Class against All Defendants]**

5 68. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
6 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
7 fully alleged herein.

8 69. Labor Code section 226.7 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 (“IWC”).”
11 Similarly, Labor Code section 512 and the IWC Wage Orders require employers to provide
12 employees with thirty (30) minute uninterrupted and duty-free meal periods within the first five
13 (5) hours of work. *See Brinker Rest. Corp. v. Superior Court* (2012) 53 Cal.4th 1004, 1042
14 (“Accordingly, first meal periods must start after no more than five hours.”) Moreover, an
15 employee who works more than ten (10) hours per day is entitled to receive a second thirty (30)
16 minute uninterrupted and duty-free meal period. *See* Labor Code § 512.

17 70. Despite these legal requirements, Defendants failed to always provide meal periods
18 that comply with Labor Code sections 226.7, 512, and IWC Wage Order No. 5-2001. Plaintiff and
19 Class Members experienced missed, rounded, short, untimely, and interrupted meal periods due to
20 the demands of their assigned job duties. Having been thus subjected to late, rounded, short,
21 interrupted, and missed meal periods, Plaintiff and Class Members did not receive their statutorily
22 mandated meal periods.

23 71. To the extent Defendants claim that Plaintiff and Class Members waived their
24 rights to second meal periods for shifts worked in excess of ten (10) hours, the waivers are not
25 applicable to those occasions when Plaintiff and Class Members worked shifts in excess of twelve
26 (12) hours a day and/or to the extent the waivers are ineffective on-duty meal period agreements
27 where the nature of the work does not prevent them from being relieved of all duties.

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72. Under Labor Code section 226.7 and the relevant IWC Wage Order(s), Plaintiff and Class Members are entitled to be paid one (1) hour of additional wages at their regular rates of pay for each day they were not provided with all required meal periods. *See Ferra, supra*, 11 Cal.5th 858. Defendants failed to pay Plaintiff and Class Members the additional wages to which they were entitled for non-compliant meal periods.

73. As a result, Defendants are liable to Plaintiff and each Class Member for one (1) hour of additional wages at their regular rates of pay for each workday a compliant meal period was not provided, in a sum to be proven at trial.

FOURTH CAUSE OF ACTION

FAILURE TO AUTHORIZE AND PERMIT REST BREAKS

Cal. Labor Code § 226.7 and the Relevant IWC Wage Orders

[On Behalf of Plaintiff and the Class against All Defendants]

74. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by reference all of the allegations contained in the preceding paragraphs of this Complaint as though fully alleged herein.

75. Under the applicable IWC Wage Order(s), an employer must authorize and permit all employees to take ten (10) minute duty free rest breaks for every major fraction of four hours worked. Labor Code section 226.7 provides “an employer shall not require an employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or applicable regulation, standard, or order of the Industrial Welfare Commission.”

76. Defendants are required by California law to authorize and permit breaks of ten (10) uninterrupted minutes for each four hours of work or major fraction thereof (i.e., more than two hours). That is, the required number of rest breaks is equal to the number of work hours divided by four, and if the work time is not evenly divisible by four, any remainder of two hours or less is rounded down and that which exceeds two hours is rounded up. For example, if a Class Member’s work time is six hours and ten minutes, he or she is entitled to two rest breaks. If the work time is nine hours, the employee is still entitled to only two rest breaks. (There is an

1 exception: if the shift is under three and one-half hours, no rest break is required.) Each failure to
2 authorize rest breaks as so required is itself a violation of California’s rest break laws.

3 77. Despite these legal requirements, Defendants failed to authorize and permit
4 Plaintiff and Class Members to take timely, duty-free rest breaks. Plaintiff and Class Members
5 were subject to policies and/or practices that prevented them from taking legally compliant rest
6 breaks. Defendants did not relieve Plaintiff and Class Members of all duties during their rest
7 breaks and often required them to be available to continue working—or, in fact, interrupted them—
8 during their rest breaks. Notwithstanding any formal written policy to the contrary, Defendants’
9 actual custom and business practice was to undermine any formal policy of permitting rest breaks
10 by pressuring Class Members to perform their duties in a way that omitted breaks, including, but
11 not limited to, scheduling a heavy workload that made taking breaks extremely difficult,
12 maintaining an informal anti-rest break policy enforced through ridicule or reprimand, and
13 exerting coercion against the taking of, creating incentives to forego, or otherwise encouraging the
14 skipping of legally protected breaks. Here, as a companywide practice and in fact, Defendants did
15 not offer Plaintiff and Class Members the opportunity to receive compliant off-duty rest breaks
16 and, thus, “the court may not conclude employees voluntarily chose to skip...breaks.” *Alberts v.*
17 *Aurora Behavioral Health Care* (2015) 241 Cal.App.4th 388, 410 (“[i]f an employer fails to
18 provide legally compliant meal or rest breaks, the court may not conclude employees voluntarily
19 chose to skip those breaks.”); *accord, Brinker, supra*, 53 Cal.4th at p. 1033 (“No issue of waiver
20 ever arises for a rest break that was required by law but never authorized; if a break is not
21 authorized, an employee has no opportunity to decline to take it.”)

22 78. In *Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, the court
23 expressly rejected the employer’s assertion that it could provide an on-duty rest break to
24 employees who worked as security guards and further explained “that employers [must] relinquish
25 any control over how employees spend their break time, and relieve their employees of all duties.”
26 *Id.* at 273. However, Defendants did not relieve Plaintiff and Class Members of all duties and
27 relinquish control over how Plaintiff and Class Members spent their time.

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79. Plaintiff and Class Members were not compensated with one (1) hour's worth of pay at their regular rates of pay when they were not provided with compliant rest breaks in accordance with Labor Code section 226.7(b). *See Ferrá, supra*, 11 Cal.5th 858.

80. As a result, Defendants are liable to Plaintiff and Class Members for one (1) hour of additional of pay at their regular rates of pay for each workday when a compliant rest break was not provided, in a sum to be proven at trial.

FIFTH CAUSE OF ACTION

FAILURE TO PAY SICK PAY

Cal. Labor Code § 246

[On Behalf of Plaintiff and the Class against All Defendants]

81. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by reference all of the allegations contained in the preceding paragraphs of this Complaint as though fully alleged herein.

82. Labor Code section 246(a) states: “(a) An employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick days as specified in this section.”

83. California Labor Code section 246(b)(1) states: “An employee shall accrue paid sick days at the rate of not less than one hour per every 30 hours worked, beginning at the commencement of employment or the operative date of this article, whichever is later, subject to the use and accrual limitations set forth in this section.”

84. Labor Code section 246(l) states: “For the purposes of this section, an employer shall calculate paid sick leave using any of the following calculations:

a. Paid sick time for nonexempt employees shall be calculated in the same manner as the regular rate of pay for the workweek in which the employee uses paid sick time, whether or not the employee actually works overtime in that workweek.

b. Paid sick time for nonexempt employees shall be calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

1 c. Paid sick time for exempt employees shall be calculated in the same manner as the
2 employer calculates wages for other forms of paid leave time.”

3 85. Defendants failed to pay Plaintiff and the Class for paid sick days in a manner that
4 fully complies with Labor Code section 246.

5 **SIXTH CAUSE OF ACTION**

6 **FAILURE TO PROVIDE REPORTING-TIME PAY**

7 **IWC Wage Order No. 5-2001**

8 **[On Behalf of Plaintiff and the Class against All Defendants]**

9 86. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
10 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
11 fully alleged herein.

12 87. Plaintiff and Class Members regularly reported to work at their scheduled times,
13 but would sometimes be sent home by Defendants. On such days, Plaintiff and Class Members
14 must be paid for at least half of the hours scheduled to work, but in no case less than two (2) hours
15 at their regular rates of pay; this is called reporting-time pay. *See, e.g.*, Section 5(A) and (B) of
16 Wage Order 5-2001.

17 88. Defendants did not provide Plaintiff and Class Members with reporting-time pay,
18 in a sum to be proven at trial.

19 **SEVENTH CAUSE OF ACTION**

20 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

21 **Cal. Labor Code §§ 226 and 226.3**

22 **[On Behalf of Plaintiff and the Class against All Defendants]**

23 89. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
24 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
25 fully alleged herein.

26 90. Labor Code section 226(a) requires employers, semi-monthly or at the time or each
27 payment of wages, to furnish employees with an accurate itemized statement in writing showing:

28 (1) gross wages earned;

- (2) total hours worked by the employee;
- (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece rate;
- (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;
- (8) the name and address of the legal entity that is the employer...; and
- (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee....

91. During the relevant time period, due to Defendants', *inter alia*, failure to pay Plaintiff and Class Members meal and rest break premiums at the regular rates of pay thereon, along with the failure to pay minimum and overtime wages, the wage statements issued by Defendants, at a minimum, do not indicate the correct amount of gross wages earned, the correct total hours worked, the correct net wages earned, and the applicable and/or correct hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate in violation of Labor Code section 226(a)(1), (2), (5), and (9).

92. An employee suffering injury as a result of a knowing and intentional failure by an employer to comply with Labor Code section 226(a) is entitled to recover the greater of all actual damages or fifty dollars (\$50.00) for the initial pay period in which a violation occurs and one hundred dollars (\$100.00) per employee for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000.00), and is entitled to an award of costs and reasonable attorneys' fees.

93. The absence of accurate information on their wage statements has delayed challenge to Defendants' unlawful pay practices, requires discovery and mathematical computations to determine the amount of wages owed, causes difficulty and expense in attempting

1 to reconstruct time and pay records, and led to submission of inaccurate information about wages
2 and amounts deducted from wages to state and federal governmental agencies. Plaintiff would not
3 have had to engage in these efforts and incur these costs had Defendants provided accurate wage
4 statements. This also delayed Plaintiff's ability to demand and recover the underpayment of wages
5 from Defendants.

6 94. Thus, Plaintiff and Class Members have been injured by Defendants' violation of
7 Labor Code section 226(a) because they were denied both their legal right to receive, and their
8 protected interest in receiving, accurate itemized wage statements.

9 95. Plaintiff and Class Members are thus entitled to recover from Defendants the
10 greater of their actual damages caused by Defendants' failure to comply with Labor Code section
11 226(a), or an aggregate penalty not exceeding four thousand dollars (\$4,000.00) per employee
12 pursuant to Labor Code section 226(e), and any other allowable penalties including those pursuant
13 to Labor Code section 226.3.

14 **EIGHTH CAUSE OF ACTION**

15 **FAILURE TO PAY ALL WAGES WITHIN A TIMELY MANNER**

16 **AND UPON SEPARATION OF EMPLOYMENT**

17 **Cal. Labor Code §§ 201, 202, 203, 204, and 210**

18 **[On Behalf of Plaintiff and the Class against All Defendants]**

19 96. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
20 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
21 fully alleged herein.

22 97. Labor Code sections 201 and 202 provide that if an employer discharges an
23 employee, the wages earned and unpaid at the time of discharge are due and payable immediately,
24 and that if an employee voluntarily leaves his or her employment, his or her wages shall become
25 due and payable not later than seventy-two (72) hours thereafter, unless the employee has given
26 seventy-two (72) hours previous notice of his or her intention to quit, in which case the employee
27 is entitled to his or her wages at the time of quitting.

28 ///

1 98. Labor Code section 203 provides that if an employer willfully fails to pay
2 compensation promptly upon discharge or resignation, as required by sections 201 and 202, then
3 the employer is liable for penalties in the form of continued compensation up to thirty (30) days.

4 99. As alleged herein and above, Defendants' failure to pay wages was willful in that
5 Defendants knew wages were owed to Plaintiff and Class Members, but failed to pay said wages
6 at the time of termination, or within 72 hours of resignation, thus entitling Plaintiff and Class
7 Members to penalties under Labor Code section 203, which provides that an employee's wages
8 shall continue as a penalty until paid for a period of up to thirty (30) days from the time they were
9 due.

10 100. Labor Code section 204 requires that all wages earned by any person in any
11 employment between the 1st and 15th day, inclusive, of any calendar month, other than those
12 wages due upon termination of an employee, are due and payable between the 16th and the 26th
13 day of the month during which the labor was performed, and that all wages earned by any person
14 in any employment between the 16th and the last day, inclusive, of any calendar month, other than
15 those wages due upon termination of an employee, are due and payable between the 1st and 10th
16 day of the following month. Section 204 also requires that all wages earned for labor in excess of
17 the normal work period shall be paid no later than the payday for the next regular payroll period.

18 101. The requirements of Labor Code section 204 shall be deemed satisfied by the
19 payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more
20 than seven calendar days following the close of the payroll period when the wages were earned.

21 102. During the relevant time period, Defendants failed to pay Plaintiff and Class
22 Members all wages due to them within the time period specified by Labor Code section 204
23 including, but not limited to minimum and overtime wages, along with meal and rest break
24 premiums.

25 103. Labor Code section 210 imposes upon Defendants a penalty of \$100.00 for each
26 violation of failing to pay the wages of each employee. Furthermore, Labor Code section 210
27 imposes upon Defendants for each subsequent violation, or any willful or intentional violation, of
28

1 failure to pay the wages of each employee a penalty of \$200.00, plus 25 percent of the amount
2 unlawfully withheld.

3 104. Pursuant to Labor Code sections 218.5 and 218.6, along with California Civil Code
4 sections 3287(b) and 3289, Plaintiff requests that the Court award reasonable attorneys' fees and
5 the costs incurred by them in this action, along with pre-judgment interest on all amounts
6 recovered herein, as well as any statutory penalties Defendants may owe under the California
7 Labor Code and/or any other statute.

8 **NINTH CAUSE OF ACTION**

9 **VIOLATION OF LABOR CODE § 1174(d)**

10 **[On Behalf of Plaintiff and the Class against All Defendants]**

11 105. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
12 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
13 fully alleged herein.

14 106. Pursuant to Labor Code section 1174(d), an employer shall keep, at a central
15 location in the state or at the plants or establishments at which employees are employed, payroll
16 records showing the hours worked daily by and the wages paid to employees employed at the
17 respective plants or establishments. These records shall be kept in accordance with rules
18 established for this purpose by the commission, but in any case, shall be kept on file for not less
19 than three years.

20 107. Defendants have intentionally and willfully failed to keep accurate and complete
21 payroll records showing the hours worked daily by and the wages paid to Plaintiff and Class
22 Members.

23 108. As a result of Defendants' violation of Labor Code section 1174(d), Plaintiff and
24 Class Members have suffered injury and damage to their statutorily protected rights.

25 109. More specifically, Plaintiff and Class Members have been injured by Defendants'
26 intentional and willful violation of Labor Code section 1174(d) because they were denied both
27 their legal right and protected interest in having available, accurate, and complete payroll records
28 pursuant to Labor Code section 1174(d).

1 **TENTH CAUSE OF ACTION**

2 **UNFAIR COMPETITION LAW VIOLATIONS**

3 **Cal. Business & Professions Code §§ 17200, *et seq.***

4 **[On Behalf of Plaintiff and the Class against All Defendants]**

5 110. Plaintiff, on behalf of himself and the Class, re-alleges and incorporates by
6 reference all of the allegations contained in the preceding paragraphs of this Complaint as though
7 fully alleged herein.

8 111. The Unfair Competition Law (“UCL”), California Business & Professions Code
9 sections 17200, *et seq.*, prohibits any unlawful, unfair, or fraudulent business practices. Business
10 & Professions Code section 17204 allows “any person who has suffered injury in fact and has lost
11 money or property” to prosecute a civil action for violation of the UCL. Such a person may bring
12 such an action on behalf of himself or herself and others similarly situated who are affected by the
13 unlawful, unfair, or fraudulent business practice.

14 112. Labor Code section 90.5(a) states that it is the public policy of California to
15 vigorously enforce minimum labor standards in order to ensure employees are not required to
16 work under substandard and unlawful conditions, and to protect employers who comply with the
17 law from those who attempt to gain competitive advantage at the expense of their workers by
18 failing to comply with minimum labor standards.

19 113. A violation of Business and Professions Code sections 17200, *et seq.* may be
20 predicated upon the violation of any state or federal law. Defendants’ policies and/or practices
21 have violated state law in at least the following respects:

22 (a) Requiring Plaintiff and Class Members to work without paying them the
23 minimum wage for all hours worked in violation of Labor Code sections 1182.12, 1194, 1194.2,
24 1197, and 1197.1, and applicable IWC Wage Order(s);

25 (b) Requiring Plaintiff and Class Members to work overtime without paying
26 them the proper compensation in violation of Labor Code sections 223, 510, and 1198, and
27 applicable IWC Wage Order(s);

28 ///

1 (c) Failing to provide compliant duty-free meal periods to Plaintiff and Class
2 Members and failing to authorize and permit compliant duty-free rest breaks to Plaintiff and Class
3 Members in violation of Labor Code sections 226.7 and 512, and applicable IWC Wage Order(s);

4 (d) Failing to pay Plaintiff and Class Members for sick pay in violation of
5 Labor Code section 246;

6 (e) Failing to pay Plaintiff and Class Members reporting-time pay in violation
7 of the applicable IWC Wage Order(s);

8 (f) Failing to timely pay all wages to Plaintiff and Class Members during their
9 employment and upon separation of employment, in violation of Labor Code sections 201, 202,
10 203, 204, and 210; and

11 (g) Failing to maintain and provide Plaintiff and Class Members with accurate
12 itemized wage statements, in violation of Labor Code sections 226(a) and 226.2.

13 Thus, Defendants engaged in unlawful competition in violation of sections 17200, *et seq.*
14 of the California Business & Professions Code by violating, *inter alia*, sections 201, 202, 203,
15 204, 210, 223, 226, 226.3, 226.7, 246, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, 1194, 1194.2,
16 1197, 1197.1, and 1198 of the Labor Code and applicable IWC Wage Order(s).

17 114. As a direct and proximate result of Defendants' unlawful business practices,
18 Plaintiff and Class Members have suffered economic injuries because Defendants' conduct has
19 damaged Plaintiff and Class Members by, *inter alia*, wrongfully denying them all wages,
20 including minimum and overtime wages, failing to pay all meal and rest breaks premiums at the
21 regular rate of pay, failing to provide sick pay, failing to provide reporting time pay, along with
22 the corresponding interest, in a timely manner and upon separation, and while supplying them
23 inaccurate and misleading wage statements. Such conduct is substantially injurious to Plaintiff and
24 Class Members.

25 115. Additionally, Defendants intentionally avoided paying Plaintiff and Class Members
26 wages and monies, thereby creating for Defendants an artificially lower cost of doing business in
27 order to undercut their competitors and establish a greater foothold in the marketplace. Through
28

1 their actions alleged herein, Defendants have engaged in unfair competition within the meaning of
2 section 17200 of the California Business & Professions Code.

3 116. Defendants have profited from their unlawful, unfair, and/or fraudulent acts and
4 practices. Plaintiff and Class Members are entitled to monetary relief pursuant to the California
5 Business & Professions Code sections 17203 and 17208. Defendants should be required to
6 disgorge all the profits and gains they have reaped and restore such profits and gains to Plaintiff
7 and Class Members, from whom they were unlawfully taken.

8 117. Defendants' course of conduct, acts, and practices in violation of California laws
9 mentioned above constitute independent violations of sections 17200, *et seq.* of the California
10 Business & Professions Code.

11 118. Plaintiff and Class Members are entitled to enforce all applicable penalty
12 provisions of the California Labor Code pursuant to California Business & Professions Code
13 section 17202.

14 119. Plaintiff has assumed the responsibility of enforcement of the laws and public
15 policies specified herein by suing on behalf of himself and Class Members previously or presently
16 employed by Defendants in California. Plaintiff's success in this action will enforce important
17 rights affecting the public interest. Plaintiff will incur a financial burden in pursuing this action in
18 the public interest. Therefore, an award of reasonable attorneys' fees to Plaintiff is appropriate
19 pursuant to Code of Civil Procedure section 1021.5.

20 **ELEVENTH CAUSE OF ACTION**

21 **PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF 2004**

22 **Cal. Labor Code §§ 2698, *et seq.***

23 **[On Behalf of Plaintiff and Aggrieved Employees against All Defendants]**

24 120. Plaintiff, on behalf of himself and Aggrieved Employees, re-alleges and
25 incorporates by reference all of the allegations contained in the previous paragraphs of this
26 Complaint as though fully set forth herein.

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1 121. Plaintiff, on behalf of himself and Aggrieved Employees, brings this representative
2 action against Defendants to recover wages and penalties pursuant to the Private Attorneys
3 General Act of 2004 (“PAGA”), Labor Code sections 2698, *et seq.*

4 122. Based on the above allegations incorporated by reference, Defendants have violated
5 Labor Code sections 201, 202, 203, 204, 210, 223, 226, 226.3, 226.7, 246, 510, 512, 558, 558.1,
6 1174(d), 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, and 1198, as well as the applicable IWC
7 Wage Order(s).

8 123. Under Labor Code sections 2699(f)(2) and 2699.5, Plaintiff and Aggrieved
9 Employees are entitled to penalties in an amount to be shown at the time of trial subject to the
10 following formula:

11 \$100 for the initial violation per employee per pay period; and

12 \$200 for each subsequent violation per employee per pay period.

13 These penalties shall be allocated seventy-five percent (75%) to the LWDA and twenty-five
14 percent (25%) to the affected employees.

15 124. Defendants failed to provide Plaintiff and Aggrieved Employees with accurate
16 itemized wage statements in compliance with Labor Code section 226(a). Plaintiff seeks separate
17 PAGA penalties for Defendants’ violations of Labor Code section 226(a) and (e). *Lopez v. Friant*
18 *& Assocs., LLC* (2017) 15 Cal.App.5th 773, 788; *Bell v. Home Depot U.S.A.* (E.D. Cal. Dec. 11,
19 2017) No. 2:12-cv-02499 JAM-CKD, 2017 U.S. Dist. LEXIS 204493, at *5 [finding after *Friant*
20 that “[t]o the extent the Court’s Order [granting summary judgment to *Home Depot*] was
21 ambiguous, the Court now clarifies that it granted summary judgment on Plaintiffs’ derivative
22 claim for [PAGA] penalties under section 226(e)...the Court’s Order should not be read to grant
23 summary judgment on Plaintiffs’ claim for PAGA penalties based on violation of section
24 226(a).”]. For violations of Labor Code section 226(a), Plaintiff seeks the default penalty provided
25 by Labor Code section 226.3. Labor Code section 226.3 provides that “[a]ny employer who
26 violates subdivision (a) of Section 226 shall be subject to a civil penalty in the amount of two
27 hundred fifty dollars (\$250) per employee per violation in an initial violation and one thousand
28 dollars (\$1,000) per employee for each violation in a subsequent citation, for which the employer

1 fails to provide the employee a wage deduction statement or fails to keep the required records in
2 subdivision (a) of Section 226.” Accordingly, through the PAGA and to the extent permitted by
3 law Plaintiff and Aggrieved Employees are entitled to recover penalties for violations of Labor
4 Code section 226.3 and seek default the PAGA penalties for each of Defendants’ numerous
5 violations of Labor Code section 226(a).

6 125. Labor Code section 210 provides that “[i]n addition to, and entirely independent
7 and apart from, any other penalty provided in this article, every person who fails to pay the wages
8 of each employee as provided in Sections...204...shall be subject to a civil penalty as follows: (1)
9 [f]or any initial violation, one hundred dollars (\$100) for each failure to pay each employee; (2)
10 [f]or each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200)
11 for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld.” As a
12 result of the faulty compensation policies and/or practices, Plaintiff and Aggrieved Employees are
13 also entitled to recover penalties under Labor Code section 210 through the PAGA.

14 126. Labor Code section 1197.1 authorizes a civil penalty, restitution of wages, and
15 liquidated damages, in the amount of: “(1) [f]or any initial violation that is intentionally
16 committed, one hundred dollars (\$100) for each underpaid employee for each pay period for
17 which the employee is underpaid...[and] (2) [f]or each subsequent violation for the same specific
18 offense, two hundred fifty dollars (\$250) for each underpaid employee for each pay period for
19 which the employee is underpaid regardless of whether the initial violation is intentionally
20 committed.” Accordingly, through the PAGA and to the extent permitted by law, Plaintiff and
21 Aggrieved Employees are entitled to recover pursuant to Labor Code section 1197.1.

22 127. Plaintiff has fully and completely exhausted his administrative remedies under the
23 PAGA prior to proceeding with the PAGA claim. On October 30, 2023, Plaintiff filed his PAGA
24 Notice with the LWDA, paid the filing fee, and sent a letter by certified mail to Defendant CBGG
25 CA, LLC setting forth the facts and theories of the violations alleged against Defendants, as
26 prescribed by Labor Code sections 2698, *et seq.*

27 128. Pursuant to Labor Code section 2699.3(a)(2)(A), no notice was received by
28 Plaintiff from the LWDA evidencing its intention to investigate within sixty-five (65) calendar

1 days of the postmark date of the PAGA Notice. Plaintiff is therefore entitled to commence and
2 proceed with a civil action pursuant to Labor Code section 2699.

3 129. Plaintiff, as a personal representative of the general public, on behalf of Aggrieved
4 Employees and the State of California, will and does seek to recover any and all penalties for each
5 and every violation shown to exist or to have occurred during the PAGA period, in an amount
6 according to proof, as to those penalties that are otherwise only available to public agency
7 enforcement actions. Funds recovered will be distributed in accordance with the PAGA, with 75
8 percent of the penalties recovered being reimbursed to the State of California and the LWDA.

9 130. Plaintiff was compelled to retain the services of counsel to file this action to protect
10 his interests and those of Aggrieved Employees, and to assess and collect the wages and penalties
11 owed by Defendants. Plaintiff has thereby incurred attorneys' fees and costs, which he is entitled
12 to recover under Labor Code section 2699(g)(1).

13 **PRAYER FOR RELIEF**

14 **WHEREFORE**, Plaintiff prays for the following relief:

- 15 1. For an order certifying this action as a class action;
- 16 2. For compensatory damages in the amount of the unpaid minimum wage and
17 overtime compensation for work performed by Plaintiff and Class Members, as may be proven;
- 18 3. For liquidated damages in the amount equal to the unpaid minimum wage and
19 interest thereon, as may be proven;
- 20 4. For compensatory damages in the amount of the regular rate of pay made by
21 Plaintiff and Class Members for each non-compliant meal period for which premium pay was
22 deficient, as may be proven;
- 23 5. For compensatory damages in the amount of the regular rate of pay made by
24 Plaintiff and Class Members for each day of non-compliant rest breaks for which premium pay
25 was deficient, as may be proven;
- 26 6. For compensatory damages in the amount of unpaid sick pay, as may be proven;
- 27 7. For compensatory damages in the amount of unpaid reporting-time pay due to
28 Plaintiff and Class Members, as may be proven;

1 8. For penalties pursuant to Labor Code section 203 for Plaintiff and Class Members
2 who quit or were fired in an amount equal to their daily wage multiplied by thirty (30) days, as
3 may be proven;

4 9. For actual damages and/or penalties pursuant to Labor Code section 226(e) for
5 Plaintiff and Class Members, as may be proven;

6 10. For restitution for unfair competition pursuant to the California Business &
7 Professions Code sections 17200, *et seq.*, including disgorgement of profits, as may be proven;

8 11. For a civil penalty in the amount of \$100.00 for the initial violation and \$200.00 for
9 each subsequent violation as specified in section 2699(f)(2) of the Labor Code in the
10 representative action brought on behalf of Plaintiff and Aggrieved Employees pursuant to the
11 Private Attorneys General Act of 2004;

12 12. For all civil penalties available under section 210 of the Labor Code and the Private
13 Attorneys General Act of 2004;

14 13. For all civil penalties available under section 226.3 of the Labor Code and the
15 Private Attorneys General Act of 2004;

16 14. For all civil penalties available under section 1174.5 of the Labor Code and the
17 Private Attorneys General Act of 2004;

18 15. For all civil penalties available under section 1197.1 of the Labor Code and the
19 Private Attorneys General Act of 2004;

20 16. For an order enjoining Defendants and their agents, servants, and employees, and
21 all persons acting under, in concert with, or for them, from acting in derogation of any rights or
22 duties adumbrated in this complaint;

23 17. For an award of pre-judgment and post-judgment interest;

24 18. For an award providing for the payment of the costs of this suit;

25 19. For an award of attorneys' fees, to the extent provided by law; and

26 20. For such other and further relief as the Court may deem proper and just.

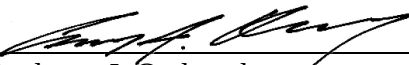
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Dated: January 4, 2024

Respectfully submitted,
COUNSELONE, PC

By 
Anthony J. Orshansky

Attorneys for Plaintiff, putative Class
Members, and Aggrieved Employees

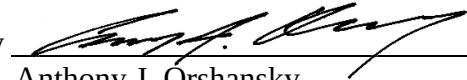
DEMAND FOR JURY TRIAL

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

Respectfully submitted,

COUNSELONE, PC

By



Anthony J. Orshansky

Attorneys for Plaintiff, putative Class
Members, and Aggrieved Employees